Local Government SERVICE

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NOTES AND COMMENTS

About Ourselves

With this issue LOCAL GOVERNMENT SERVICE appears in a new dress. As with many dresses it is still far from perfect. The fit is faulty here and there. Some of the material might be of better quality. The trimmings could be improved, the "make-up" better adapted to the effect desired and a more harmonious ensemble created. But the dressing of a magazine, as of a woman, takes time.

For some months to come we shall be constantly experimenting, striving to obtain the most suitable features, articles, illustrations, format, and typography. Indeed, experiment will never cease. A journal is a living entity, and, like a human being, can become static only in death.

But if LOCAL GOVERNMENT SERVICE is to achieve the fullest and most useful life, the co-operation of every member of N.A.L.G.O. is essential. It must have keen, intelligent readers, ready to apply each month the stimulus of their comment, criticism and suggestion. It must have contributors eager to give the best of their knowledge, experience and talent to its service—and through it, to the service of their colleagues. With such co-operation it can become a vital force in local government administration, stimulating, encouraging, educating, and ever leading to higher levels of endeavour and achievement.

Will you help to create such a journal—by reading, by criticising, by contributing?

* * *

Administration is News

Workers in local government have frequent cause to complain of the indifference and, in some cases, hostility, of the Press to their work. Too often, even in these days, the "town hall" is treated by our newspapers as the butt of unfair comment and barbed ridicule, or—what is possibly worse—it is ignored altogether. In these circumstances we welcome examples of a more modern spirit.

Two provincial papers, the "Lichfield Mercury" and the "Shields Gazette," recently devoted whole pages to detailed analyses and explanations of the finances of their local authorities. The reader was shown just where his rates went and what he got for them in health services, education, transport, good water, roads, and drainage, police, fire brigade, and all the other vital factors of good administration. One cannot but feel that, in South Shields and Lichfield, ratepayers will in future pay their rates, if not with enthusiasm, at least with the knowledge that they are getting value for their money.

But it is deplorable that it should be necessary to acclaim as unusual enterprise a feature which ought to be a commonplace of journalistic activity. The work of a local authority—and not merely its council "scenes" and scandals—is news. The awakening of newspapers to recognition of that fact is one of the tasks now facing N.A.L.G.O.'s public relations organisation.

* * *

Overburdened Councillors

The constantly increasing complexity of local government work and the growing burdens thrown on officers and elected representatives presents one of the most pressing problems of modern administration. It is clear that some solution will have to be found soon if the machinery, in the larger areas especially, is not to break down beneath the strain.

The position of councillors is particularly difficult. In Sunderland, for example, the education committee met 350 times in the last municipal year. Some of its

members were also members of the health and public assistance committees, and were expected to attend something like 500 meetings, in addition to reading the masses of reports, minutes, and agenda sent to them. In such conditions no councillor with a business or job of his own to attend to can hope to give anything like adequate attention to the municipal business in his charge.

Many minds are working on this problem and many solutions are being put forward. We hope that LOCAL GOVERNMENT SERVICE may be of value in providing a platform for the effective ventilation of opinion on this vital subject.

* * *

Books for the Serious Student

One of the most important movements in the library world recently has been the serious attempt to meet the needs of students by inter-loaning through the media of Regional Bureaux. These are now established all over the country, and, theoretically at least, the non-fiction resources of all public libraries are available anywhere. These schemes are supplemented by loans through the National Central Library—the national lending library for students. This, however, is far from efficiently financed.

A cheese-paring attitude is in keeping with tradition in library finances. In 1848 an Act was passed enabling authorities to establish museums, libraries, and schools of art on a maximum rate of ½d. in the £. No books or specimens could be bought. The rate limitation was later increased to the munificent maximum of 1d. and—is it believable?—this limitation was not removed until 1919!

In 1926, after much pressure, the Government recognised the National Central Library by making a small grant. This has been supplemented annually, but latterly the condition has been imposed that individual library authorities must increase their contributions by no less than £2,000. That is in addition to their original subscription nationally and their own regional charge.

Is it not time that reliance upon individual gifts and assistance ceased and that the nation gave adequate financial support to its National Central Library to enable it to supply any student anywhere with any book he needs? Our motto should not be "Millions for armaments, pence for research."

* * *

Local Government on the Screen

The presentation of an important British film treating local government seriously, as does the screen version of Miss Winifred Holtby's "South Riding," will, we hope, mark the beginning of a new epoch in the history of the British cinema. For some years now Hollywood has been giving us, with its musicals, its extravaganzas, its comedies, and its sentimentalities, occasional films which have dealt seriously and intelligently with social and administrative problems.

But hitherto British film producers have not followed their trail. We have had our historical films, but they have all made history personal and done little more than clothe the characters of conventional love or crime stories in the fancy dress of Tudor England. Now Mr. Alexander Korda and Mr. Victor Saville, the producers of "South Riding," have had the courage to break that tacit fear of real life. They have filmed a story based on the activities of a County Council. They have made even hard-boiled and cynical film critics confess to interest in the fate of a housing scheme.

In the film it is true, as our own film critic points out on another page, the local government machine is deposed from the rôle of "star," which it occupies in the book, to that of background. But even that is something gained. Every star began by walking on. Let us hope that this one may yet rise to the heights.

If the real film of English local government has yet to be made, "South Riding" at least gives us some hint of what it might be. There is drama in education, in slum clearance, in the development of transport, in the fight against disease and death which is waged daily in our towns and villages. What a film might be made with such material in the hands of a creative producer!

* * *

N.A.L.G.O. and the Film

The initial response to the suggestion made in LOCAL GOVERNMENT SERVICE last month that branches might form their own film groups for the production of local government films has, on the whole, been most encouraging. Several branches have discussed the proposal. Others are planning to do so. And we have heard of a number of localities where, as a result of the enthusiasm of one or two individuals, the interest of municipal departments, or the enterprise of private societies, films illustrating the work of local government administration have already been made. Indeed, there seems to be enough material already available to justify the staging of a film show at the Blackpool Conference, and it is hoped to arrange this.

A comprehensive display of local government films will be of the greatest value, in showing us what has been done in the past and in suggesting lines for development in the future. It will also provide a basis for discussion and review of the part such films might play in the Association's propaganda work: in increasing knowledge of and interest in local government activities among the public—and particularly among school-children—and in widening the vision of administrative workers themselves.

LOCAL GOVERNMENT SERVICE

The Editor can accept no responsibility for opinions expressed by contributors or correspondents. Contributions are invited of articles, sketches, jokes and verses of local government interest, and payment will be made for all matter, other than correspondence and branch reports, accepted. MSS. must be written or typed on one side of the paper only, and must be accompanied by the name and address of the author, not necessarily for publication. All material for the March issue must reach the Editor at 24, Abingdon Street, London, S.W.1, not later than February 12.

All communications about advertisements must be sent to A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4. Telephone: City 6686-7. Telegrams: Darbiads, Cent. London.

What We Think

N.A.L.G.O.'s RIGHT TO A VOICE

THE discussion of local government re-organisation which has proceeded for some years past has, not unnaturally, evoked a growing interest in this topic nong our members. Some of them have made ontributions to the subject in these pages or elsewhere. ctive participation of this kind is to be commended, ot deprecated. It involves no infringement of the rinciple—applied to the civil service as a rule, and bserved in our own service as a " convention "—that fficers should not criticise in public the policy of their wn immediate principals or governing bodies.

The pages of a contemporary show that not even in he civil service are officers precluded from contributing o the philosophy and science of government and dministration in their central aspects ; and to suggest hat members of the Association should refrain from he advocacy of plans which may disturb the status quo f local authority organisation merely because it may e, at one time or another, the policy of all or some uthorities to keep things as they are, is to affront ndividual liberty, to challenge the professional sense of he service, and in the long run to weaken the prestige f local authorities themselves.

Who better than the local government officer can valuate the existing organisation of local government r visualise the most fruitful and practical lines for its levelopment ? Certain writers of high academic status ave in recent years devoted much attention to local overnment in general and its organisational fabric and nethods in particular. For all that they have done to nduce public appreciation and support we are eternally rateful ; and much of their constructive criticism we ither acknowledge as sound, or recognise as opening up new vistas of thought and experiment. Yet, since they ack practical contacts and experience, theirs is not the most authentic voice to pronounce on administrative method and machinery.

The Most Authentic Voice

Again, pronouncements on this topic have quite naturally been made from time to time by the local authorities' associations ; yet, though these comprise officers, it is not certain that the view of the officer is genuinely free to express itself in and through organs which are, after all, sectional in scope and very largely in interest. Business men, to turn to yet another instance, have also expressed views on the subject. Many of them render invaluable service on our councils ; but although local government is infinitely wider in scope than an individual business, and its purposes and methods more varied, its organisation and re-organisation seem too often to be visualised by business men through the spectacles of false analogies with the methods and machinery of business.

The most authentic voice of all is that of the local government officer equipped with practical experience in the field, and with a wide background of professional and socio-political knowledge. His voice need not be silent when a topic of this kind comes under review.

Association's Duty

Will the Association ever go beyond the encouragement of individual contributions to the science and art of public administration and begin to formulate and express a collective view on issues lying within that sphere ? Neither Conference nor the National Executive have as yet made any approach to such a question ; yet we know it to be one which is revolving in the minds of many members, and those neither the least cautious nor the least influential among us. They conceive it as not impossible that recent trends in local government organisation and responsibility may, if they continue and develop, force such a step upon us—not only because these will affect us so deeply and widely in our fortunes and prospects as to render the expression of a collective view a matter of bare right, but because issues will be engaged which will lead the public to welcome considered pronouncements from quarters with special knowledge and experience.

Any such orientation of the Association's policy would involve no precedent ; to take only one instance, the Hadow Report on the Education of the Adolescent evoked pronouncements on its subject matter and recommendations by several of the teachers' organisations. Such a policy might, nevertheless, meet with opposition on more positive grounds. The value of our collective expression would be discounted, it may be said, because of our obvious interest. In the end we should achieve little, but in the meantime have compromised our relations with other influences in the State. To this argument answer could be made that hardly an association or institution exists which has not some interested motive present in, if not dominating, its attitude to life and society ; yet few fail to express some collective view, or to secure some attention when they do so.

Others might object that, as officers, we are or ought to be in the last analysis only instruments of policy—completely passive, however efficient ; and as such are in different case from teachers or other vocational groups. To these answer could be made that local government is only concerned with " policy " in a very narrow sense ; that its business is mostly administrative in character ; and that because of this there is no need for our service to be a silent service in relation, at any rate, to issues of method and machinery. With a brief indication of the broader issues involved we leave our readers to reflect upon the subject.

Beatrice Webb—Scientist of Society

An Eightieth Birthday Tribute

by Professor Harold Laski

Mrs. Sydney Webb celebrated her eightieth birthday on January 22. In this article Professor Laski pays tribute to her great services, with her husband, to the history and modern development of local government.

NO work in the study of local government in this country has been more significant than that of Mr. and Mrs. Webb. Their noble series upon this theme is, so far as my knowledge goes, unmatched in any country of the world. It shows us the functioning of a complex system not only in an historical background painted with remarkable imaginative insight; it is also the work of scholars who have combined in a unique degree knowledge of the documents with a practical acquaintance with the working of institutions. It is well known that no small part of the achievement of London government, especially in the realm of higher education, is due to the Webbs; and there is certainly no one to whom the reform of the poor law is more directly due. The famous Minority Report of 1909 has become, indeed, one of the classic blue books of the twentieth century; and it may be doubted whether any similar document can ever remotely compare with it in the influence it has exerted upon policy.

Mr. and Mrs. Webb stand in the forefront of the historical scholars of our time. In each field they have investigated, they have done pioneering work of the first importance. Their books have not merely defined the contours of the subjects they have surveyed. In each case, they have been models for the future students of the subject. Their admirable documentation; their full sense of institutional reality, of the interplay, that is, between the men who make institutions work, and the impact upon them of the tradition the institution deposits; their power to see how past and present are linked together in an unbroken chain; their insistence upon giving always a practical context to their inquiries; these are the qualities of great social investigators. Indeed, it can, I think, be said without exaggeration that no one has done more than the Webbs in these last fifty years towards the construction of a genuine science of society.

Inspiration to Younger Scholars

But the Webbs are more than their books. This is not the place to speak of their work in the political field; though the historian may reasonably note that, as among the primary architects of the Labour Party, they have a place in the political tradition comparable to that of Bentham in his time. They are more than their books because, their political work apart, they have given as generously of their time and knowledge to younger scholars bent, as they have been bent, on pushing toward the frontiers of social science. I doubt whether there is an historian of the last seventy or eighty years of our history, any investigator of modern institutions in their field of inquiry, who would not acknowledge—and gladly acknowledge—the debt he owes to their inspiration.

Nor must it be forgotten that we owe to them, as its founders, the London School of Economics and Political Science. Its pioneering work as a place where a grasp of modern civilisation could be made scientifically possible, its wresting of principle from the raw material, was born of their own special insight into the possibilities of this realm of work. The School has had its influence upon many people and places—it may be doubted whether any other institution has played so significant a part in the creative study of the administrative process. And its success is largely the outcome of that emphasis they have always insisted upon in their own work—that the various social disciplines, law, politics, economics, history, must interpenetrate one another if they are, in any ample way to reveal their secrets.

Citizenship at its Highest

The Webbs like to claim that they are old; the real truth is that of all scholars I know none more certainly possesses the secret of eternal youth. For the truth is that they have never stopped learning because they have never ceased to be interested. That has made them the instant contemporaries of all who have shared their enthusiasm. And not only this—their principles or values may be consistent; but they have always maintained a genuinely open mind. Is there any other instance of a scholar, who, at eighty, can investigate, as they have done, a new and complex civilisation, learning its lessons as their researches provided, judging its significance not by the immediate emotion, but by the scholar's power to link its incidence to the monumental experience they had accumulated in the previous half-century? Opinions may differ about the valuations they make in their book on Soviet Communism; friend and foe alike agree that it is not only the indispensable book on its subject but the one of which there can be no sort of doubt that it attains immediately the status of a classic.

There are things in friendships too intimate for public accord. But I may at least record here that in nearly a quarter of a century of academic teaching in two continents, I have known no one whose selfless devotion to knowledge has inspired in me greater respect or deeper affection. They have written always from a full mind. It is not less true that they have written always also from a full heart. They have had from the outset of their noble journey that sense Plato emphasised that true knowledge is a compulsion to action. So that their life has been an essay in citizenship at its highest as well as science at its best—the effort by the discovery of truth to transform the world as well as to interpret it. They have set an example to us all. Our salutation is measured by our gratitude for their achievement. Theirs is a great and enviable record.

Things to Come

1. The Modern Challenge to Local Government

By a Town Clerk

With this article "Local Government Service" inaugurates a new series in which leading officers in different branches of the Service will express their unfettered personal views on the problems and future of local government administration. The object of the series is to stimulate thought and discussion and the writers have been invited to be as provocative and outspoken as they wish.

At the end of a week crowded with committees, committees crowded with irrelevancies against which the voice of intelligent criticism is too rarely and then but faintly heard, it is tempting to fly to a realm of sheer fancy where voluble councillors are lulled to sleep, fussy and harassed officials soothed into sweet reasonableness and where mountains of forms, letters and documents no longer require the approval and signature of the Town Clerk before going into their various yet mostly unimportant ways ; a realm where the Borough Engineer no longer wants a word with the Town Clerk before the Highways Committee, where the Town Clerk is not expected to spare a minute to hear the Mayor explain how he held his audience at the annual dinner of the Ancient Order of Man-Eating Ants, where, in short, the Town Clerk can recover from the nervous prostration to which the burden of modern local government administration from time to time reduces him. And no doubt the office boy sometimes feels much the same as he struggles to the post with the letter bag, and yearns for a " bobsworth " in the back row with his best girl instead of two hours of the senior commercial course at night school.

The truth is that the day is long past when fond mothers were wont to say : " Yes, Albert is working . . . And Charlie ? Oh ! Charlie, he's with the Corporation." Local government has become a vast and complex organism : the functions of the great unpaid, the elected representative, that bulwark of democracy, have been expanded and stretched and added to until those honest and painstaking but bewildered souls have found themselves forced to rely more and more on the judgment of officials in deciding many matters of vital importance, reserving to themselves nevertheless the right to expound upon, argue about, amend and finally refer back for further consideration a host of minor matters that should in the first instance have been left to the official to deal with. Amidst this mass of issues, important and unimportant, there remain the few aldermen and councillors who have been able to perceive their sense of proportion and on whom the official relies to " get things through."

Becoming Over-Governed

All this is, of course, probably a gross exaggeration of the true state of affairs. It does, however, reflect to some degree the top-heavy condition in which local government finds itself. And the discussion of projects of regionalisation and unification are really nothing more than symptoms of the basic disease : we are becoming over-governed, and are in danger of not being able to see the wood for the trees.

And though one is sometimes tempted to find a solution to the problem of local government congestion by visualising an unhampered local official applying and, within narrow limits, interpreting the directions of an omnipotent Whitehall, it has to be remembered that the roots of democracy and free government rest in the traditional capacity of the parish, in the true sense of the phrase, to mind its own business. But if, in the long run, we are to escape totalitarianism, a compromise must be found between narrow parochialism and bureaucratic control by the central government.

The present constitution of the various local government units is the ultimate outcome of centuries of trial and error, and the recent spate of consolidating legislation provided, in effect, a crystallization of those attenuated processes of trial and error. But codification must not be allowed to be synonymous with fixation, and if expanding services seem likely as time passes, to choke the existing machinery an increase in *ad hoc* bodies may be expected unless provision is made for adapting existing local government units to the changing circumstances.

Democracy or Despotism ?

Thus the Central Electricity Board, the Unemployment Assistance Board, the London Passenger Transport Board, may in due time be followed by a Central Highways Board, a Central Hospitals Board, a Central Housing Board. The local government body and the local government elector would gradually cease to have any significance and recede into the limbo of forgotten institutions, until finally the office of Town Clerk became, in fact, the sinecure that disgruntled ratepayers even now believe it to be, leaving that official with no burden other than attending church on Mayor's Sunday, flanked by a cohort of aldermen and councillors whose robes did little to hide their lack of any functional significance.

Many eminent students of contemporary administrative practice regard the growth of the *ad hoc* central board as a most desirable element in the expansion of free and democratic institutions. On the other hand, some see in it a challenge to the traditional right of the elective local government unit to look after its own affairs, the subjugation of freedom to efficiency. For, after all, the real purpose of local government is to produce the greatest health and happiness for the mass of the people : and there are not wanting those who feel that an Englishman is not really healthy or happy unless he has a say, or at any rate thinks he has a say, in the affairs of the local community to which he belongs : which is only another way of saying that it is better for local government to be administered inefficiently by a representative body of persons than to be wholly efficient in the hands of a handful of non-elective local despots.

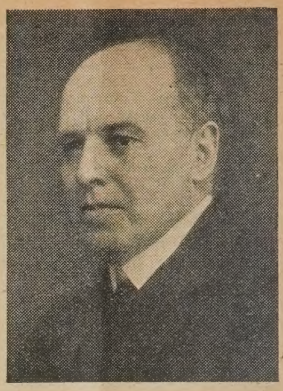
That phrase in the last sentence, " or thinks he has a say," raises another problem with which any lover of free representative government has to concern himself. An increasingly large proportion of local government is in the hands of bodies elected on polls of less than 50 per cent of the electorate. The elected representative who wilfully neglects his civic duties can be effaced. Is the time coming when neglect of duty by the elector should incur parallel penalties ? Does an over-riding national interest warrant such an interference with civil liberty ?

The Shape of Things To Come in local government depends in no small measure upon the answer to these questions that history will record.

Towards a National Health Policy

The P.E.P. Report on Britain's Health Services

Reviewed by
Dr. D. J. Thomas
Medical Officer of Health, Acton



THE Volume on "The British Health Services" which was recently issued by P.E.P. (Political and Economic Planning) is a most comprehensive report, and will appeal to those directly connected with health work as well as those interested in the social services.

As the preface indicates the report is not the work of a single individual, but represents the considered views of a large, independent, non-party group whose members are drawn from many professions, including doctors and local government officers.

The report covers a wide field; it includes in its purview not only the public and voluntary services, but also some which are rendered by individuals in their private capacity; in its review of the different administrative bodies it does not exclude the discussion of such subjects as regionalism and local government units. Chapters are also devoted to physical education and nutrition.

Most people will agree that a wide view of the meaning of the term "health services" is necessary, and as we widen our conception of health, so will the services necessary to maintain health expand in their scope and number. As the report indicates, until recently medicine was inevitably confined largely to work of a salvage nature, and we were inclined to think of health as nothing more than freedom from illness. Health is not merely a negative condition; it is something positive, dynamic; it implies the faculty to use and enjoy life to its fullest extent in all its aspects—physical, mental, and spiritual. While efforts at effecting the cure of diseases cannot be relaxed, efforts at prevention of ill-health can and must be increased.

General Practitioner as Pivot.

In discussing the extension of additional benefits under the Health Insurance Schemes it was natural that these should centre round the general practitioner, but the report in emphasizing the urgent necessity of a re-orientation of all the medical services—curative and preventive—advocates that this re-orientation should take as its pivot the general practitioner. It regards the general practitioner as an indispensable instrument of a national health policy; without his assistance as family health adviser and as a principal liaison between the homes of the people and the statutory services, these services cannot, under modern conditions, function to their full extent.

Some doubt the feasibility of such a scheme: a few question its desirability, and would prefer a State Medical Service, but in any case the implications of such a re-orientation are far-reaching. It implies not only a change in his medical education, but a willingness to work in local groups from well-equipped dispensaries. The Gloucestershire Medical Services scheme has put some aspects of it into practice, and a number of private medical men and women have experimented on their own account in the same direction.

We are used to complaints of lack of symmetry or system with which the health services are carried on, but throughout the report the criticism is fair, and constructive proposals are put forward to fill the gaps which are apparent and to remedy the overlapping and lack of co-ordination in their administration.

The medical services offer a wide field for criticism owing to their diversity and mode of development; they do not represent a single conception which has been put into operation at one particular time, but they have grown up as local or national needs had to be met or difficulties overcome. Both the medical and the nursing professions were originally closely linked with the church, and were almost entirely concerned with the curative aspects of disease. A few of the voluntary hospitals were founded and endowed by pious churchmen of the Middle Ages; others were built in the eighteenth century by rich citizens who were proud of their towns; but most of them were built to succour the need of the populations which flowed into the towns during the industrial revolution. One of the implications of the word "voluntary" in connection with hospitals is that they are not governed by any organ of local or central government, and until recently co-operation with the public statutory bodies was non-existent.

Although the statutory public services are in most part of comparatively recent origin, they also grew up in a haphazard manner. Some of the Chartered towns had sanitary powers, and adoptive Public Health Acts had been passed in the first half of the nineteenth century, but the first compulsory Public Health Act was not passed until 1875. Chadwick and the other Public Health pioneers preached the doctrine that uncleanness was the cause of most of the preventable diseases, and the early public medical services were communal in their character, and had little contact with the individual.

The impersonal protective services—housing, sewerage and drainage, scavenging, water supplies, protection of the food supplies, infectious disease, etc.—were created when these views were almost universally accepted.

Problems Left Unsolved.

The creation of these environmental medical services overcame much of the sickness and high-mortality rate which followed in the wake of the industrial revolution, but it is doubtful if the entire fall in the death rate which occurred in the late nineteenth century can be directly ascribed to these services; the provision of clean water supplies and adequate sewerage and drainage were undoubtedly the means of controlling the cholera epidemics which had characterised the early part of the century.

The environmental services brought about an enormous improvement, though in some respects they did not entirely succeed in their object; the inadequacy of the law relating to the purity of food is noted, notably in the manner in which the public is exploited by vendors of patent foods and medicine.

But these services also left some problems unsolved. The maternal and infantile mortalities remained consistently high; recruitment for the army showed a high percentage of rejections on account of physical unfitness; no direct attack had been made on tuberculosis and venereal diseases.

To meet the situation the personal or social services described in several sections were created—Maternity and Child Welfare, School Medical Service, National Health Insurance, Sanatoria and Tuberculosis Dispensaries, Venereal Disease Clinics, etc. The administration of these

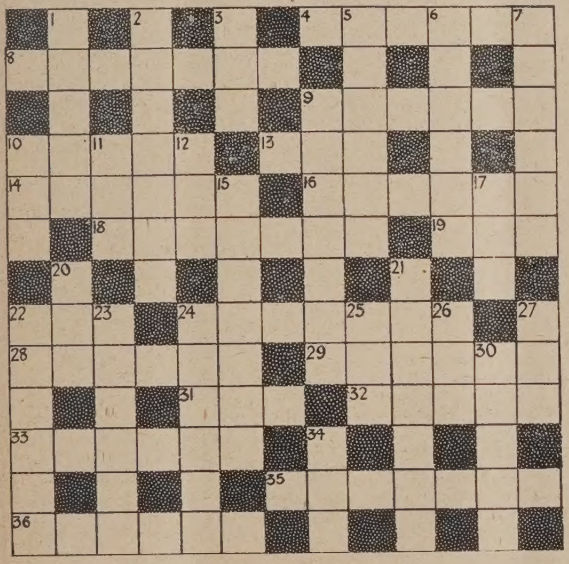
ervices not only brought the public authorities and the older private and voluntary services into closer contact, but brought into the realm of preventive medicine the ancillary and auxiliary services which have taken shape and are described in the Report—Nursing, Dentistry, Ophthalmology, etc.

The administration of these personal services by the statutory authorities had other far-reaching effects. It soon became evident that the basic cause of the incidence of a low standard of health in many individuals was malnutrition, especially among expectant and nursing mothers and children.

The report discusses the confusion by the use of the ill-defined term "malnutrition," the difficulties of assessment, and the fact that malnutrition may be caused by factors other than feeding. But there is sufficient evidence that even in a Great Britain, where there is a comparatively high standard of living, many people have not enough of the right kind of food, and already it has been recognised that a nutrition policy is essential as part of the constructive health services.

Space precludes us from dealing with such important subjects as Industrial Health, Voluntary and Public Hospitals, and Physical Education, which are very fully described in the Report.

"L.G.S." CROSSWORD

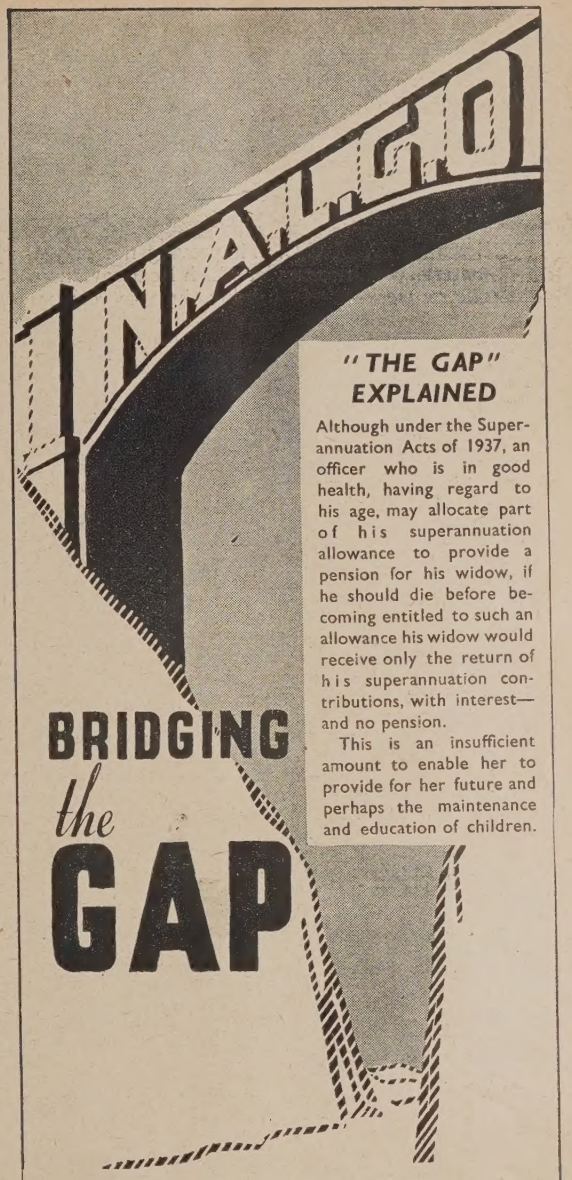


ACROSS.

4. Attempt to end a castle.
8. Red rose (anag.).
9. Make beloved as the lobe does.
10. Produces effect.
13. Mixed in 2's head.
14. Is in this month to urge.
16. Removed and completely destroyed when beheaded.
18. Investigation.
19. This measurement is only part of the area.
22. For this is food.
24. I am able to be friendly when upset.
28. Spanish dance.
29. Looked slyly behind the Communist in the end.
31. Roll down there in song.
32. Correct the males in it.
33. Expose.
35. A noble and a king in the shop.
36. Old honeymoon conveyance?

DOWN.

1. Old chair.
2. To mix in gates is annoying.
3. Serpent, nearly fills the boat.
5. Decoration makes a good start.
6. Black Sea port.
7. Talk that shows I am in commerce.
9. Everlasting.
10. Only one in hundreds can achieve this high position.
11. Ill-treat the sailor before this.
12. An abbreviated gentleman.
15. Confusion.
17. This ant is roving.
20. Past.
21. Constituent part.
22. Kidnap.
23. Odd number, mainly even.
24. Reach.
25. Insect.
26. In 8.
27 is.
30. Come in!
34. Found in London.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TRADE UNIONISM'S GREATEST TASK

An American Tribute to N.A.L.G.O.'s Work in Developing Professional Responsibility

THE work of N.A.L.G.O. in improving not only the material conditions under which local government officers work, but in helping them to a greater efficiency and pride in their job, is the subject of a remarkable tribute in the official journal of the American Federation of State, County, and Municipal Employees.

Writing in the January number on "The Rôle of the Federation in the Improvement of Public Administration," Prof. Rowland Egger, director of the bureau of public administration at the University of Virginia, contends that the development of professional responsibility is the most important task of any trade union. Referring, of course, to conditions in the United States, he writes :

"Responsibility to oneself is not enough. Time has dealt harshly with the keystone of the ancient democratic dogma, which held that the highest self-interest of the individual is the eventual best interest of the State. Sometimes self-interest is diametrically opposed to the best interest of society at large. . .

"I suggest that the federation might do well to take a leaf from the books of the National Association of Local Government Officers, the British N.A.L.G.O., and kindred associations functioning in a democratic political context. Looking to these organisations, one cannot but be impressed with the dominance of the element of 'responsibility' rather than 'power' in their programmes. There has been a remarkable absence of big-stick procedures in their methods.

"This is not to say that the leaders have dallied with reaction ; Steward, of the National Federation of Federal Employees has not compromised with the opponents of unionisation in Washington, and Hill has not hesitated to give Tories in English city councils and in Whitehall many very difficult moments. These organisations are plainly labour unions ; they have not temporised with their duties towards their constituents. But they have insisted always on taking the longer view, and on not losing sight of what the public service ought to become in the heat of momentary disputes.

POWER NOT ENOUGH

A Wider View Needed

"Now, just what is involved in keeping to the longer view ? In the first place, it is necessary to realise that power is largely illusory. The improvement of working and living conditions of public employees, and the resultant increase in their effectiveness in public administration, has never and will never be permanently affected by pushing temporary advantages. We are striving for something too fundamental to depend very much on clever footwork. . .

"Our generation has witnessed, indeed has helped to bring about, a fundamental shift in power in America government, politics and administration. Have we got the standards which will restrain the wilful exercise of power and direct it along lines conducive to the best interests of the whole people ? . . .

"'Employees in public service,' said Arnold S. Zander recently, 'would accomplish much if their energies could be diverted from personal interest and political interest to interest in the perfection of the service. Before that can be accomplished, much must be done through organisation.'

"The point is this : no matter how large or how influential the movement becomes in state and local affairs, it cannot function effectively by the unilateral exercise of legislative power and influence which a large membership and aggressive leadership may produce. 'The more power anyone has,' says Mary Follett, 'the better, if we mean by power integrated control. The more the better if it is used to join with the integrated control evolved by other units ; we certainly do not want to abolish power, that would be abolishing life itself, but we need a new orientation to it.

BETTER CONDITIONS

Employees Must Share in Work

"This means that while any sort of merit system and job protection arrangement the federation may be instrumental in having passed may be all to the good—still, it would be better if the merit system were backed up by a joint committee, Whitley Council, or what you will, in which employers and employees together could share the responsibility for making the merit system truly meritorious. It means that perhaps the seniority promotion regulations . . . which the federation has secured in many localities may be quite all right—but, at the same time, a well-considered rating system in the administration of which employees participate and for the proper working of which they are at least responsible would be a good deal better than a wholly passive and essentially backward-looking seniority promotion plan.

"It means that while any pension plan which the federation might be powerful enough to have adopted would be very good—still, a system in the administration of which the employees participate, even if they have also to contribute to its funds, would be more likely to accomplish its objectives than the unfunded promise which a mandatory pension law crammed down the throats of a legislature, council or board would produce.

"It means that while any salary increases, blanket or otherwise, which the federation might be able to procure would be fine—still a comprehensive programme for the classification of positions and standardisation of pay, which would be developed and administered co-operatively by employers and employees, would go much farther toward getting really satisfactory and harmonious conditions of service established than mere percentage blanket increases.

"It means that while the training programmes which employee organisations have already been able to get public authorities, and particularly leagues of municipalities to provide, are splendid—still, it would be better if these programmes were, as N.A.L.G.O.'s are, administered in closer co-operation with, and perhaps under the more effective control of, employee labour unions. . .

"My point is simply that we cannot legislate and resolve our way to improved administration. Eternal vigilance has been called the price of liberty. It is also the price of almost anything else worth having. The additional power which the movement for better public service wages and conditions of labour has produced, in the form of union organisation, can be used to move more rapidly and along more fronts. But the responsibility for initiating improvements in administration, and the responsibility for continuously guarding the effective working of the improved machinery remains that of the public employees. Let it not be thought that this responsibility can be avoided."

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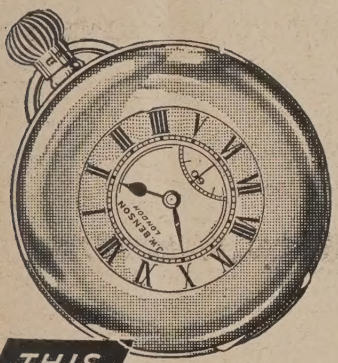

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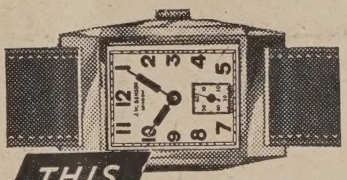

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LOCAL GOVERNMENT ON THE SCREEN

"South Riding" a Brilliant Film

Miss Winifred Holtby's "South Riding," published five months after her tragically early death, was one of the few outstanding novels since Dickens to take local government as its theme. While open to criticism on points of detail, it did succeed in bringing home to the reader—and possibly to many local government officers themselves—the enormous influence of public administration on the life of the individual. It showed how the decisions of a local authority can enhance or diminish the personal happiness of men and women in all grades of society and in ways unthought of by those who make them

The film of the novel, produced by Alexander Korda and Victor Saville for London Films, and first presented in the London Pavilion on January 4, sacrifices, perhaps inevitably, much of Miss Holtby's message. For this reason, despite its dedication to Local Government as "the front line defence thrown up by humanity against the common enemies of sickness, poverty and ignorance," the administrative machine becomes no more than a background for the personal dramas of zealous and corrupt councillors, a schoolmistress and an impoverished landowner. Not a single local government officer is seen: in the South Riding, it appears, the county councillors themselves do all the work, even to surveying the site for a new road, and driving the lorries for its building!

But, if not allowed to "star," local government does at least make a colourful background. We see the county council in heated debate over new road and re-housing schemes; we hear its education committee selecting a new headmistress for the girls' high school; we follow its members from the council chamber to their homes, planning public good or plotting private gain.

Some workers in local government may feel—one, indeed, has expressed the opinion forcibly in a contemporary—that the picture of graft and corruption in a section of the council is a libel on British administration. The demand has even been made for intervention by the Ministry of Health.

But this, I feel, is taking the film too seriously. It cannot be denied that corruption does exist in local government, as in every other large-scale enterprise. We cannot get rid of it by censorship and the policy of the ostrich. Crime is meat and drink to the cinema, and if we insist that, in entering the local government field, it must praise only and never venture to criticise, we shall not get local government films.

Even critics of this aspect of "South Riding" must admit that it makes a gripping story, splendidly told and superbly acted by as brilliant a team as any British film has yet assembled. Ralph Richardson, Edna Best, Edmund Gwenn, Marie Lohr, Milton Rosmer, John Clements, and Herbert Lomas are all perfectly cast, and give life to every shot. Two remarkable children, Joan Ellum and Glynis Johns, prove that Hollywood can teach them nothing of sincerity or skill.

"South Riding" County Council in Session

FILMS TO SEE THIS MONTH

PICK OF THE FEBRUARY RELEASES

Most intelligent film criticism, as distinct from the more common ballyhoo, in newspapers and magazines, is of little value to the ordinary filmgoer, since it deals only with films at the time of their first showing in London. By the time—often many months later—a particular film reaches his local cinema, he has forgotten whatever he may have read about it.

This leads to the deplorable modern habit of indiscriminate film-going—deplorable alike from the point of view of the individual, who is so often disappointed by a bad film with an alluring title or imposing cast, and from that of the cinema manager who, having equally well-filled houses for bad as for good films, is not encouraged to select the best.

In an attempt to overcome the difficulty for its readers, LOCAL GOVERNMENT SERVICE proposes to publish each month a list of the films generally released during the coming weeks which are of reasonable quality. While it is not claimed that all the films in the list are first-class, we believe that they will not prove disappointing.

The list for February—prepared on this occasion by co-operation with the British Film Institute—is as follows:

The Life of Emile Zola, Warner.—Paul Muni, fresh from his triumph as Louis Pasteur, in another fine piece of characterisation, as Emile Zola, abandoning popularity and wealth to defend Dreyfus with his famous "J'Accuse," for which he is tried and condemned for libel.

Exclusive, Paramount.—Newspaper melodrama, depicting the struggle between the editor and staff of a small-town newspaper which stands for decency and restraint, and an unscrupulous rival out for sensational scoops. Fred McMurray, Frances Farmer and Charlie Ruggles.

Gangway, Gaumont-British.—Crook comedy, with Jessie Matthews as a newspaper reporter who becomes involved with a gang of jewel thieves, and is mistaken for one of them. Scores rather as a burlesque of American gangsters rather than by its music.

Stella Dallas, Goldwyn.—John Boles, as Stephen Dallas, well educated and "refined," marries Stella Martin, a pretty young mill-hand, only to find that they have nothing in common. Barbara Stanwyck, as Stella, gives an outstanding performance.

Doctor Syn, Gainsborough.—George Arliss again, this time as a pirate turned vicar of the parish church at Dymchurch, into which Revenue officers break during morning service to arrest members of the congregation as smugglers.

Souls at Sea, Paramount.—An unconvincing story of the attempts of Nuggin Taylor (Gary Cooper) to smash a slave-trading organisation and of his arrest and trial on the false charge of mass murder at sea, relieved by magnificent scenes in a burning ship.

SHOULD COUNCILLORS BE TRAINED?

Only Way to Check Control by Officials

By Allen Wyncryl

The office of Councillor has always been important. That importance is growing with the increasing responsibilities placed on local authorities. In the hands of such authorities is the shaping of the affairs of the community. But are councillors losing control in local government?

The functions of officers of local authorities are partly executive—carrying out the resolutions of the authority—and partly advisory. In the past that advisory duty was regarded as being limited to indicating the courses open in a particular question, defining the legal position, or stating the financial effect, and so on. To-day, however, there seems to be a growing tendency to expect officers to give a lead on questions of policy. This gives rise to the cry by sections of ratepayers that "towns are being run by officials"—a cry based on the belief that the officers decide and councils pass the necessary resolutions automatically, instead of councils deciding and the officers carrying out their decisions.

Growing Complexity of Work

In part this tendency to expect a lead from officers is due to the complicated nature of the problems to be decided by local authorities, problems on which, it is suggested, councillors are in many cases unqualified by lack of knowledge and training, to pass an opinion.

Some will, no doubt, suggest that the fault lies in councillors not being fully informed on matters dealt with at meetings. But in an age of rapidly increasing work, much of it highly complicated, the solution of circulating reports before meetings is apt to become unwieldy and unworkable. Most councillors have their own businesses or work to attend to and little leisure for the study of reports. The result is that they scan them hurriedly and rush off to make decisions upon them before they have properly digested the contents.

I cannot help thinking that the tendency to expect a lead from officers on questions of policy is likely to grow. For one thing there seems to be a definite move towards centralisation in local government and away from the "parochial" outlook experienced in small units. This trend is also illustrated by the appointment of independent *ad hoc* authorities to deal with certain matters over large areas.

In my view the only way in which this tendency may be arrested is for councillors themselves to obtain a more intimate knowledge of the principles of local government. Few know much of the internal working of departments or of the work of committees of which they have not been or are not members. Even when they are members of committees their knowledge is usually limited unless they have held the position of chairman over a period.

How are councillors to gain a more intimate knowledge of local government principles? I suggest that candidates for office should take a short course of study in local government law, administration, and practice, and that proficiency in these subjects should be a condition precedent to nomination. In this way councils would be composed of members with a general grounding in local government principles and better able to understand the matters with which they will have to deal. Instead of bad administration, which is the common complaint of ratepayers up and down the country, sound administration could be expected.

Remote as the idea seems at present, I prophesy that something on these lines will come about in the future, and that eventually, as the work increases and becomes more important—thereby taking up more time of committees—councillors will be paid salaries; they will become more like the salaried directors of public companies. That the question of remuneration is not so distant as some may think is shown by the fact that it was mooted by a section of the London County Council in 1934. It is also interesting to note that Ontario (Canada) Council have power to pay their councillors eight dollars a day.

A final word. Long before training for councillors becomes general it is obvious that study by the staffs of local authorities will have become compulsory. There is a movement in that direction now.

THINK IT OVER

"A man is a passing mood coming and going in the mind of his country, he is the twitching of a nerve, a smile, a frown, a thought of shame or honour, as it may happen."

* * *

"It does not matter much what a man hates, provided he hates something."

* * *

"The world will always be governed by self-interest. We should not try to stop this; we should make the self-interest of cads a little more coincident with that of decent people."

SAMUEL BUTLER.

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WILL LIVING COST FALL?

Warning by Civil Service Staff Side

In view of the present concern among local government officers over the cost of living, a memorandum prepared by the staff side of the National Whitley Council for the civil service and printed in the January "Whitley Bulletin," will be of interest to many readers. Dealing with the recent upward movement in the Ministry of Labour's cost of living figure—checked in January—it states :

Underlying the national staff side's approach to this matter is a deeply rooted disinclination to take any step which would again tie the remuneration of civil servants to the official cost of living index figure, with all the implications which inevitably arise if and when this figure falls. The hardships inflicted on civil servants, and particularly those in the lowly paid grades and classes, by successive cuts in pay during the period of downward movement of the index figure prior to 1934 are still acutely fresh in the minds of civil servants. That burden was too great for it to be undertaken again unless all alternatives have been found to promise worse results.

If civil servants were to claim in present circumstances compensation based upon the increase in the obsolete official cost of living figures, they would need to take into account all the dangers ahead. The national staff side feels that the present situation is one in which it is absolutely essential for the civil service to look before it leaps and, moreover, to look beyond the period of rising prices and examine and forecast the possible tendencies in a downward direction when the peak of the current upward price movement has passed. . . .

Peak now Reached?

The civil service statistical and research Bureau in July, 1937, attempted a forecast of the cost of living based on the Ministry of Labour's principles for the period to July, 1938. . . . A forecast that the cost of living figure for July, 1938, will be 68 was obtained and that in the intervening winter months the figure might be expected to rise seasonally, say to 64, and then remain more or less steady during the early months of 1938, the usual seasonal downward movement being counteracted by the upward trend as in 1937.

At this present date [December, 1937] the actual figure published by the Ministry of Labour is two points below the forecast of the bureau for this month. . . . It seems clear that the upward trend . . . is weakening, and that if this influence is maintained the figure of 68 may not be reached by July, 1938. As in fact the upward movement has not proceeded so steeply or steadily as anticipated in July, 1937, it may be that the peak has already been reached, or at any rate nearly approached.

In these circumstances the national staff side had to weigh very heavily the chances of a fall in the figures and the corollary attaching inevitably in its view to any claim for increased remuneration based upon the recent rise in the cost of living figures. If, as seems likely, the upward trend in prices is not only steadying but weakening during the period of heavy expenditure involved in the Government's rearmament programme the fear of a substantial drop in prices a year or two ahead when the emergency expenditure may cease is very real and potent.

Signs of Falling Prices

The recent rather startling increase in unemployment is another factor which cannot be ignored as being a sign of waning prosperity. The present so-called boom and period of rising prices is by no means wholly dependent upon the rearmament programme, proceeding not only in this country, but throughout the world. Rearmament alone will not support boom conditions. International tension, the substantial decline in production and prices of the primary commodities in the United States, the war in the Far East, the situation in and arising from the Civil War in Spain, are all factors in the present situation which must be carefully examined. Nobody can predict with certainty that prices will continue to rise much more and there are definite signs to the contrary.

The national staff side feels very strongly in all these confusing circumstances that before it takes any action which may commit the civil service to a claim which might bring in its train a repetition of the experiences of the cost of living bonus system, it must continue to make the most careful examination possible of the position. It . . . very strongly believes that, in present circumstances at any rate, any claim which might involve reversion to a sliding scale arrangement would be unwise and against the best interests of civil servants. . . .

In these circumstances, the national staff side has by an overwhelming majority decided against making an immediate claim on general and indefinite grounds. . . . Hasty or undefined action might eventually bring in its train conditions of hardship similar to those against which the civil service protested so strongly a few years ago.

(continued from next column)

character of individuals. Persons in public positions are in a position in which, very often, it is difficult for them to answer attacks, and attacks, perhaps more especially insidious attacks, upon them are grossly unfair, and they are in law matters which may be the subject of an action for damages."

LIBEL AGAINST AN ARCHITECT

£125 Damages Awarded

Another example of the value of the Association's legal assistance to members was provided at the Glamorganshire Assizes on December 7, when damages of £125, and costs, were awarded to Mr. E. D. Jones, architect to the Pontardawe Rural District Council, in an action for libel.

The action arose out of a letter published in the "West Wales Observer" on July 9, 1937, shortly after the council had increased Mr. Jones's salary from £350 to £425 a year. The letter signed "Unemployed," stated :

> "The Councillors . . . would have liked to give the architect that large increase without the ratepayers knowing anything about it. . . £75 a year increase for a man who already receives £350. . . And I am told there is a substantial car allowance on top. No wonder certain councillors are always seen riding in his car. . . ."

On seeing this letter, Mr. Jones approached the Association's solicitors, who wrote to the editor and to the publisher and printers of the "West Wales Observer" pointing out that it contained matter grossly defamatory of Mr. Jones, and calling for an apology and withdrawal. The editor offered two forms of apology, but neither of these was satisfactory, and Mr. Jones brought an action for libel before Mr. Justice Humphreys and a special jury.

Judge's Warning

Mr. Trevor Hunter, K.C., who appeared with Mr. H. Glyn-Jones for the plaintiff, on the instructions of the Association's solicitors, contended that the letter implied that Mr. Jones had obtained his salary increase corruptly by currying favour with some of the councillors by letting them ride in his car, in respect of which he received an allowance from the council. In fact, Mr. Jones's salary, after the increase, was below that usually recognised as adequate to a man in his position, and the car allowance, £35 a year, was much below the cost of running the car.

The defendants denied that the letter was defamatory and pleaded that the words complained of were fair comment on a matter of public interest.

In his summing-up, Mr. Justice Humphreys said :

"The right which exists in everybody in this country to criticise public men and public affairs is a very important one, and you will not give any verdict, I am sure, which would intimate that you think a person ought to pay damages because he has inserted a letter which contains criticisms upon the action of any council. Criticism is an excellent thing for a public body; but it is of great importance also that no person should be allowed, under the guise of criticising public affairs, to attack the

(continued at foot of preceding column)

N.A.L.G.O.'S ROMANTIC HISTORY

How Pioneers Conquered Apathy and Indifference

By Jabez Darricotte

The dinner organised by the Association in December to celebrate the passing of the Local Government Superannuation Acts aroused much interest in the early history of N.A.L.G.O. In the article below, Mr. Darricotte, a founder of the Association, originator of the Benevolent and Orphan Fund, and a member of the National Executive Council from its inception until his retirement in 1926, recalls those pioneer days and suggests some objects towards which N.A.L.G.O. should strive in the years to come.

HAVING retired for more than a decade, after nearly a quarter of a century's active work on the Executive of N.A.L.G.O. I can view from a detached standpoint the perspective of the Association's work and romantic history—for romantic the story is.

It divides itself almost naturally into three distinct periods :

Pre-War—apathy, rebuffs, disappointments and struggle;

War Period—stagnation and retrogression;

Post-War—advance, realisation and consolidation.

To review the first period briefly is almost impossible, so many are the memories that crowd upon one's mind. My earliest recollections are of an embryo soul without an abode—its only habitation a letter box in a mean street in London and its only assets "an overdraft at the bank."

When the honorary secretary, Mr. Gunn, left for abroad, I was asked to recommend a successor, and brought Mr. Hill, a young slip of a lad from Bolton, to the notice of the Committee of the then National Council. When he had been interviewed at the Blackpool meeting, Mr. Blair asked if I had not made a mistake. My reply was that he had great powers of organisation, unvarying zeal and, above all, plenty of vision. He was offered the post at a salary of fifty guineas a year, provided he lived in London, and the promise of a job in a Fleet Street newspaper office. How well he has justified that confidence I leave my readers to judge.

ASSOCIATION'S FOUNDERS

Vision and Wide Outlook

The early pioneers—Sir Homewood Crawford, Mr.—now Sir Herbert—Blain, and Messrs. Blair, Forster, Pickmere, Whittaker and Bentley, to mention the prominent ones, met with little success for a period. Municipal officers were bogged in the bunkers of apathy and indifference. They did not realise what they needed and the uphill task of the founders was made terribly difficult. But they saw a dim star of hope on the horizon, and, like the wise men from the East, followed where it led despite all rebuffs and disappointments. They builded better than they knew, for they also were men of vision and wide outlook. To quote Browning's words they were:

Men who marched breast forward;
Never doubted clouds would break;
Never dreamed, though right were worsted, wrong would triumph;
Held we fall to rise, are baffled to fight better,
Sleep to wake.

Membership fees were only nominal—there was no recognised constitution until a small committee was empowered to draw one up and to formulate a scale of subscriptions. The National Council adopted this with many misgivings and prophecies from the older members of failure. But it is practically unchanged to-day and has fully justified the good work of those northern members. The National Council became N.A.L.G.O.

CONDITION OF OFFICERS

Low Pay; No Security

What was the condition of municipal officers in those early days? Many were admitted to the service through influence. Little education was deemed necessary for the posts. The officials set a low value on themselves and the man in the street followed suit. He looked upon them as simply "pen pushers" with a "cushy" job. They were wretchedly paid and their conditions of service were deplorable—long hours, stuffy rooms, no security of tenure, never free from the danger of base attacks by unscrupulous ratepayers and members of Councils, and with no national legal defence. In Parliament the position was similar. Little value was placed upon their services. Acts with clauses harmful to them were passed without challenge. Communications from headquarters were metaphorically referred to the U.B.D. Departments, and, owing to the numerical weakness of the Association, scant courtesy was accorded to deputations on behalf of the service.

There were no ancillaries, such as the Approved and Provident Societies, Logomia and the Building Society; no legal defence department; no Convalescent Homes or Holiday Camps; no Summer Schools or Lending Library; no Correspondence Institute or Examinations Board. The latter was in embryo, but no real start was made until after the War.

The Benevolent and Orphan Fund was a weak, struggling infant, badly nourished in spite of the able assistance given me by such strenuous workers as J. W. Dawe, W. H. Routley, S. Lord and E. Willis. The total receipts up to the end of this period in 1914 amounted to only £583, but "nous avons changé tout cela." The income for 1937 was more than £18,000 and grants were made of nearly £15,000 during the year.

With the advent of the second period the aspect changed. Officers in their thousands answered the country's call to the flag, many never to return.

Local authorities began to find that, after all, their officers were of value, especially when the National Government enlisted the services of such men as McElroy,

(continued on next page)

(continued from preceding page)

Hill, and Captain Wade, to help in organising the nation's vital necessities, These men justified their selection and did much to bring the Service into the public eye, The rights and positions of officers on service had to be safeguarded, bonus awards and salaries fought for, and a keen watch kept on all matters affecting the absent men. All this was done from Headquarters, and well done. Those who returned had reason to be thankful there was a N.A.L.G.O.

During this period membership of the Association fell and at the end of the War was below 13,000, compared with 24,000 in 1914. On the surface there appeared only stagnation and retrogression. But potent forces were at work underneath, and matters were being shaped which led to superannuation and other benefits for all local government officers.

POST-WAR TRIUMPHS
Many Objects Achieved

The Post-War period is too well-known to need detailed description. The devolution of formerly national duties upon local authorities led to the need for a better qualified personnel. Public authorities began to recognise that the municipal service was essential to the well-being of the nation.

Whitley Councils were partly established, scales of salaries and conditions of service were made burning questions, and the local government officer came gradually into his birthright. Greater security of tenure was obtained. The close watch kept by a strong N.A.L.G.O. Legal Department resulted in fewer attacks being made upon officers. Members of Parliament held watching briefs on behalf of the Service, allowing nothing inimical to it to pass without challenge.

Superannuation came to the fore, and, in 1922, an optional measure was passed. But it took fifteen years longer to secure the compulsory scheme. Only those inside know the amount of work involved in achieving this.

What a change in thirty years!

	1907	1937
Membership ..	9,000	100,000
Income	£190	£1,700,000
Assets	£103	£4,500,000

THE TASKS AHEAD
One National Body

And what of the future? May we hope for and aim at the amalgamation and consolidation of all national Services into one corporate body—civil servants, local government officers, teachers, medical and health Services; no admission to these services without examination; no promotion except by merit; and recognition only of degrees and diplomas issued by a competent examining body or senate appointed by the Service.

Further, may we work for an international amalgamation of all these Services throughout the civilised world. What a mighty lever this would be towards securing world peace and the good of mankind!

Long may the true spirit of N.A.L.G.O. —brotherhood and the highest service to the State—prevail.

COUNTY COUNCIL'S GIFT
Warwickshire Officers' Club

Warwickshire County Council has set an excellent example to other authorities by presenting the County Council branch of Nalgo, which has a membership of 360, with a fine club in what was formerly The Dale Hotel, Warwick.

The club has been handed over completely furnished and members of the council and chief officers have presented a gramophone and such games as darts, chess, deck quoits, backgammon and

Sir W. Dugdale handing the key to Mr. Stephens. Left, Lord Ilkeston.

playing-cards. The accommodation includes a restaurant to seat 80, where lunches and teas are served, a comfortable lounge, a free library, stocked from the county library, a writing and reading room and a large recreation room available for dances, whist-drives, table-tennis, debates, play-readings and other social activities.

In handing the key of the club to Mr. L. Edgar Stephens, clerk of the council and president of the branch, Sir William Dugdale, chairman of the council, expressed the sincere wishes of his colleagues for its success. Mr. Stephens, replying, said: "The provision of a club such as this for the benefit of the staff is not

A corner of the library.

unique, but I venture to suggest there are very few county councils in this country which look after the interests of the staff as does the Warwickshire county council, and which have made such a munificent gift as we have received to-day."

Mr. Stephens then presented to Sir William Dugdale, on behalf of the branch, an electric clock, as a token of appreciation for all he had done. "No better masters, I venture to suggest, could be found anywhere than the Warwickshire County Council," he declared.

OFFICERS IN THE HONOURS LIST
Somerset M.O.H. Knighted

We warmly congratulate the eight local government officers who received awards in the New Year Honours:

Knight Bachelor.

DR. WILLIAM GEORGE SAVAGE, M.D., M.R.C.S., L.R.C.P., D.P.H., County Medical Officer of Health for Somerset

C.B.E. (Civil Division).

Mr. THOMAS PETER MILLER SOMERS, M.Inst.C.E., City Engineer and Master of Works, Glasgow, who entered the service of the Corporation in 1893, and was appointed to his present position in 1924.

MR. ROBERT BRYCE WALKER, County Clerk of Lanarkshire. He is to retire in June.

O.B.E. (Civil Division).

MR. EDWARD PERCY EVEREST, M.B.E., Superintendent Registrar of the Shrewsbury Registration District, and Clerk of the Atcham Rural District Council.

M.B.E. (Civil Division).

MR. JOSEPH DICKINSON, Clerk to the Westhoughton Urban District Council.

MR. DAVID GRAY HILL, A.M.Inst.C.E. Resident Engineer for the Neve Catchment Board.

CAPTAIN (QUARTERMASTER) JOHN WILLIAM NEWNHAM, Superintendent Relieving Officer, Nottingham.

MR. HENRY BIRKBY REID, Public Assistance Officer, Dumfries.

Greater Recognition Urged

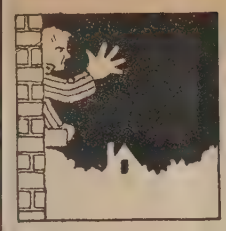
Sir William George Savage, replying to a telegram of congratulation sent to him on behalf of the Association, wrote:

> "I take the honour as also an appreciation by the powers-that-be of the importance and value of work done by local government officers, and I hope there will be an increased official appreciation of this work."

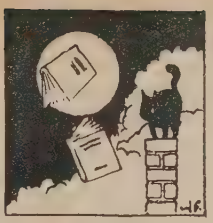
How inadequately the local government service is at present recognised is apparent when the total of eight officers honoured in the New Year list is compared with the ninety-two civil servants and the one hundred and fifty-three persons in other walks of life who received awards.

The need for full recognition has been forcibly stated by Sir James Marchant, who, in a letter which has been granted wide publicity in the Press recently, said:

"In view of the undisputed importance of local government work, the curtailment of which is unthinkable, I respectfully suggest that we should have a new order —a Social Order of Chivalry—exclusively for . . . voluntary workers and public officials . . . Our town clerks, borough treasurers and engineers, medical officers of health, and other workers in local government form a body of expert servants, who are, in many respects the equal of our national civil service."



FROM MY BOOKSHELF



At Home and Abroad

There is an unusual touch about "**The Spotted Lion,**" by Kenneth G. Dower (Heinemann), who goes to Kenya in search of a specimen of this particular king of the forest. He finds that "exploration in the manner grand, and zoology in the manner grand are dead." Nevertheless he has many interesting experiences in his search and his recording manner is good. Despite a tendency to verbal meandering he has a happy way of illustrating his points—for example:

"There was the little fly that must have originated snakes and ladders. It would advance six paces rhythmically one, two, three, four, five, six and then back-somersault . . . to the place it started from."

"Raymond smiled, using that admiring pity with which the House of Commons dismisses Winston Churchill's more unanswerable arguments."

Of quite a different type of wandering is "**Happy Hawkers,**" by Elizabeth and Ian Macpherson (Methuen 6s.). It is the account of a young couple who give up teaching, get married and make a scanty living by hawking fruit in the Highlands. This sounds too matter-of-fact a description for a very entertaining account of their adventures in buying an old car, a caravan and a trailer and spending three months on the road as fruit hawkers. A very charming, happy book. You feel you know the adventurers personally and have made two new friends.

Still more wanderings, and again with a difference, for Mr. A. H. Verrill has spent many years in the jungle regions of Central and Southern America among wild animals and hardly less wild, uncivilised Indians. His book, "**My Jungle Trails**" (Harrap 12s. 6d.) is a series of experiences and some are weird enough to fire the dullest imagination. He is a skilled naturalist and over a long period of years has visited for purposes of ethnological study many wild tribes: but not without personal hardship and danger. The book is engrossing.

Commander Campbell has had an adventurous existence. "**With the Corners Off**" (Harrap 8s. 6d.) records his experiences. In his early days he spent some time in the forests of Northern Canada, and, a little later, in New York, in search of a bare living. There is a weird party in a shack where the madman of a chairman beats time with a revolver in each hand, the "guests" being called upon to sing at the point of the weapon. The latter part of the book describes the author's war experiences, closing with a graphic account of the sinking of the "Otranto."

Life with the Royal Canadian Mounted Police charged with maintaining order in many wild districts must be an exciting and dangerous existence. J. O'Brien in "**Corporal Corey**" (Harrap 5s.) makes this clear. Air machines, rail, saddle and sledge are used in tracking law breakers.

Fiction

Most of the works of fiction I wish to mention have historic settings. They are nearly all somewhat elaborately staged. Jonathan Lee's "**The Wreck of the Grosvenor**" (Methuen 10s. 6d.) is based upon survivors' narratives and might reasonably be classed with history. The vessel was wrecked off the coast of Africa in 1782 and for nearly four months the survivors, including women and children, traversed unknown paths to Cape Town suffering horribly: only a remnant arrived.

The theme of "**The Lost King,**" by Rafael Sabatini (Hutchinson 8s. 6d.), is based upon the supposition that Louis XVII did not die in prison as reputed. The author weaves an excellent romance around the affairs of this monarch.

Miss Noel Streatfeild's "**Caroline England**" (Heinemann, 7s. 6d.) is of more recent happenings. Caroline seems to embody in her short existence all that was expected of late Victorian Society ladies and comes through the ordeal fairly satisfactorily.

"**Sally Lunn,**" Leo Walmsley (Collins, 7s. 6d.), is a rather quiet matter-of-fact story of fisher-folk: their life, loves, hates and difficulties.

Drama

Two plays—"Time and the Conways" and "I Have Been Here Before," by J. B. Priestley have been published under the title of "**Two Time Plays**" (Heinemann 8s. 6d.). They are very well produced, with illustrations, and the reading of them makes one realise of Priestley, as with the character "Alan," that he has "long adventures inside his head that nobody knows anything about."

Economic Matters

Two sociological works are worth reading, one dealing with world, the other with home affairs. Sir George Paish in "**The Way Out**" (Ivor Nicholson, 6s.) deals first with the general outlook, misinceptions, remedies and the problem of Colonies, ending with an outline of what each nation can contribute towards a solution. It is an appeal to common sense.

In "**The Problem of the Distressed Areas**" Wal Hannington (Gollancz, 10s. 6d.) gives a very careful digest of the situation. Even if one cannot accept all his suggestions or agree with his doctrines, one cannot but admire his obvious sincerity and his desire to do justice to every phase of the problem.

DEFECTS OF LOCAL GOVERNMENT

A Suggested Remedy

By L. Raddon

Concern is felt in all responsible quarters at the public's lack of knowledge and feeling for local government institutions. Many valuable suggestions have been made to remedy this defect; for such it is if democracy is to be a success.

But most of the suggestions seem to consist mainly of plans for publicity through existing organs, such as the Press and the film. While these are good in themselves, I suggest that a deeper analysis of the position will reveal more fundamental causes than mere lack of publicity, which seems to me to be a symptom rather than a cause.

Three factors in local government demand attention:

The lack of contact between elected representatives and their constituents;

The absence of organised criticism within Councils;

The absence of comprehensive electioneering campaigns and of presentation of political and social issues to the electorate.

Local authorities as now elected suffer from the defect of all bodies holding office for a fixed period. The electors lose interest when the election is over, because they know that the authority is there for a certain time whatever it does, short of a breach of the law governing its activities.

Parliament as Model

I suggest, therefore, that the constitution of local authorities should be modelled more closely on that of Parliament, with chairmen of councils and committees losing office if they lose the support of the Council and with an official opposition in each Council.

This would entail a fuller use—but not necessarily an abuse—of party machinery. It would also provide the necessary stream of criticism and ensure much greater propaganda at election times.

It may be argued that local government is above party. But party activity already enters into local government to a limited extent at election times, and the committee system would still provide abundant opportunity for co-operation and constructive work. Nor do I believe the adoption of this suggestion would result in too violent swings of Council control and policy. Parties are not generally in fundamental disagreement as to the need of social betterment. The sphere of local government action is sufficiently circumscribed by Parliament to prevent violent changes in administrative policy.

Since representative government depends for its efficacy upon the enlightened interest of the electorate something, I contend, should be done to enlighten the 60 per cent of local government voters who, to-day, neglect to use their votes and the many who do not know what their local authority is doing.

CORRUPTION IN THE PUBLIC SERVICE

More Democracy the Best Safeguard Against Abuses

AN article on "Corruption and the Public Service," by Dr. W. Ivor Jennings, which appears in the current issue of "The Political Quarterly," to the courtesy of whose editors we are indebted for permission to quote from it, contains material of much interest to all workers in local government.

Compared with other countries, Mr. Jennings considers, Great Britain is remarkably free from corruption, nepotism, favouritism, and petty tyranny. Central Government, in particular, he finds, sets a high standard, with a vigilant Opposition in the House of Commons as a guard against any breaches of the code. But in local government he regards the position as less satisfactory.

"The gradual emergence of a professional tradition in the local government service," he writes, "has extinguished most of the abuses in the appointment of officials. Many of the old boards of guardians, who died an unlamented death in 1930, had an unenviable reputation for providing fat jobs for needy relatives. Even with the existing authorities it is not always certain that the influence of councillors is directed solely to making the best appointments or that the methods of 'Old Corruption' are not used by officials to provide careers for their families.

"The appointments of certain kinds of officials have to be approved by the Ministry of Health, but, generally speaking, local authorities may do as they please. Undoubtedly the privilege is normally exercised honestly. But the City Treasurer of Birmingham stated before the Onslow Commission on Local Government: 'Every day I am asked by someone on the Council, or someone in the city, "Have you a vacancy in your department?"' Examples were quoted to the Hadow Committee on Local Government Officers of appointments of friends and relatives of councillors to local government posts; and until the Local Government Act of 1933 a councillor was sometimes able to persuade his fellows to give him a well-paid appointment.

General Accusation Unwarranted

"The examples are highly exceptional, though until open competition is prescribed for all junior appointments, until all senior appointments are advertised and canvassing really eradicated (it is usually forbidden by standing orders, but there are ways of asking for posts without precisely saying so), and until professional tradition among local government officers compels them to make public the facts of doubtful appointments, they will continue to exist.

"Similarly, the cases of the actual corruption of councillors or officials, in order to smooth the way towards the making of contracts, are, considering the number of authorities, extremely rare. A dozen or so proved cases over a considerable number of years can be found in the files of the Bribery and Secret Commissions Prevention League. There are no doubt a few others which have never come to light or been brought into court. Additional protection has been given by recent legislation, which compels councillors and officials to disclose any interest and insists on competitive tenders in all cases not specifically exempted by standing orders. Most capital expenditure, too, requires borrowed money, and consent to borrowing is not forthcoming unless the contracts are put up to open tender.

"A general accusation of corruption is not warranted by the facts. The practice of giving 'presents' is so prevalent in many kinds of business activity (though it usually takes the form of commissions or Christmas gifts), local authorities are such large buyers, and the boundary between mere friendly attention and corruption is so fine, that wide and unwarranted accusations are often made, especially by business men themselves—for nobody suspects sin so easily as the devil himself. In general, local government is remarkably free from corruption in respect of contracts. Judging from criminal prosecutions, attempts made by bookmakers and motorists to bribe the police are a hundred times more frequent.

"The great majority of local officials are both incorruptible and extremely suspicious of any act that seems to be aimed, however indirectly, at an undeserved profit. The officials' organisations do all in their power to create the right tradition and to break down the common assumption, whose mere existence leads contractors to tempt the officials, that corruption does in fact exist to any appreciable degree. In the last resort, the power lies with the councillors and not with officials, but the fact that the official is himself honest, and must usually either know the fact or suspect it, makes the corruption of councillors extremely difficult.

There is, in truth, greater danger from another angle. Public health and town planning committees spend much of their time approving plans and giving sanction to building developments. There is, however, an inordinate proportion of builders, estate agents, and similar classes among the councillors of the towns. They naturally gravitate towards these committees because of their special knowledge.

"It is certain that a substantial proportion of those who man public health and planning committees are in the nature of things prejudiced. The same groups are to be found strongly represented on rating and valuation and on assessment committees. Where they themselves are concerned, they no doubt disclose their interest and take no part in the decision. Yet it is obvious that a speculative builder does not view with an unprejudiced eye the plans and proposals submitted by another. Nor can a speculative builder or estate agent be trusted with advance knowledge of building developments, especially of such developments as will send up the price of land. There is no remedy for this difficulty except to disqualify altogether

ASSOCIATION'S ATTITUDE

The Association, determined to maintain the honour of the Local Government Service, has taken strong action against corruption in any form. In 1933 the National Executive Council resolved to "take all legal steps possible in cases where definite evidence is forthcoming of attempted bribery and corruption of Local Government Officers." An appeal was made to officers to report to the Association any case coming to their knowledge and instructions were given, wherever the evidence justified it, to prosecute both the offerer and the recipient of a bribe. That attitude stands to-day.

builders and estate agents who operate in the town of whose council they are members.

"Proved cases of corruption often come from large county boroughs, but it is believed that these are all exceptional cases, and that proceedings become possible because they are exceptional and are therefore brought to light. Suspicion attaches far more frequently to the small councils; and it is here that the builder, the estate agent, the sanitary engineer and the small tradesman are predominant. They are, usually, councils made up of 'independents' or 'ratepayers' candidates.' There is, however, some suspicion that a few Labour councils are apt to find work for good but impecunious party members. In some of these cases the principle of *ceteris paribus* applies; in others, as a former Lord Chancellor observed, '*ceteris paribus* be damned.'

"What is certain is that, individual cases of corruption apart, allegations are rarely made where there is a strong party opposition, and still more rarely where there is a real chance of an election altering the balance of power. The real remedy, in a democratic system where corruption and favouritism are so rare that proof of it creates public indignation, is more democracy. Aldermen are usually no worse than councillors, but the practice of re-electing them time after time until they go down with a sinking ship, and the practice of conferring permanent chairmanships upon them, gives them a position out of all proportion to their abilities. The chairman of a committee becomes intimate with the work and, if he remains there too long, too intimate with its details and with the outside bodies connected with it. It is easier to square the alderman than to persuade the council.

Value of Party Organisation

"But this is a minor matter. What is really required is effective party organisation. Nothing is more dangerous than a miscellaneous group of 'independents' who seek publicity, power or profits, and who, in the eighth Duke of Devonshire's phrase, 'cannot be depended upon.' The importance of a good Parliamentary Opposition is so obvious that it has become a principle of the British Constitution which even those who talk most about 'national' government recognise. It is not less but more necessary in local government where personal interests play so large a part.

"It is, however, easier to obtain a good Parliamentary minority than to provide a good opposition in local government.

"The smaller areas . . . are apt to be so homogeneous in character that their representatives for local government purposes are drawn from a single class. Sometimes, as in the mining towns and some of the metropolitan boroughs, a single party is able to secure complete and for practical purposes permanent control. In others, as in all the autonomous suburbs, the council consists entirely of 'independents,' many of whom go on from election to election until they are elected aldermen, and then go on for ever, becoming little dictators on their committees in the process. In many areas the opposition can muster 30 per cent of the votes but cannot secure a single seat.

"Such permanent political power is dangerous to honest government. It is less dangerous where a party is in power, for the party is an instrument of democracy; but there are towns where a pale imitation of Tammany methods has become the rule. The most dangerous situation, however, arises where a little oligarchy of 'independents' runs the town on the basis of mutual back-scratching. For the most part these 'independents' are perfectly honest, and want nothing more than power, publicity and prestige; but it is extremely easy for the local bashaws to discover that the welfare of the town means primarily the welfare of themselves.

"There is no remedy for this state of affairs except an alert public opinion, which is gradually canalised by rival organisations which call themselves 'ratepayers' associations,' 'citizens' parties' and the like. Something could be done, however, by proportional representation."

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Managing Director: FREDERICK HYDE

Statement of Accounts

December 31, 1937

LIABILITIES	£
Capital paid up	15,152,811
Reserve Fund	12,404,799
Current, Deposit and other Accounts ...	497,796,590
Acceptances & Confirmed Credits	12,079,911
Engagements	8,650,035

ASSETS	
Coin, Notes and Balances with the Bank of England ...	53,968,247
Balances with, and Cheques on other Banks	18,700,856
Money at Call and Short Notice	25,449,442
Investments at or under market value	117,386,191
Bills Discounted	30,625,876
British Treasury Bills ...	52,532,678
Advances to Customers and other Accounts ...	208,198,218
Liabilities of Customers for Acceptances, Confirmed Credits and Engagements	20,729,946
Bank Premises at Head Office and Branches	8,837,516
Other Properties and work in progress for extension of the business	843,533
Shares in Yorkshire Penny Bank Ltd.	937,500
Capital, Reserve and Undivided Profits of:	
Belfast Banking Co. Ltd. ...	1,755,707
The Clydesdale Bank Ltd. ...	3,141,173
North of Scotland Bank Ltd. ...	2,540,326
Midland Bank Executor and Trustee Co. Ltd.	436,937

The Midland Bank and its Affiliated Banks operate 2600 branches in Great Britain and Northern Ireland, and have agents and correspondents in all parts of the world

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AT RANDOM

By "HYPERION"

Unconscious Humour in Local Council Minutes

"We considered increasing the price of coke in view of the increased price of coal, but as the horse had left the stable, we decided that the price remain as it is for the present."

* * *

Health Campaign

It is uncertain when tooth brushes were first used, but care of the teeth is shown by an entry in the Shuttleworth account of "half a yard of cloth to rubb my teeth IXd." And of the Rev. De Bois, who was born in 1550, lived 83 years and was renowned for his attention to hygiene, it was said: "After a meal he was careful almost to curiosity in picking and rubbing his teeth, esteeming that a special preservation of health!"

* * *

That is the Question

Not long before his death, Jowett was sitting with two other aged Dons over the fire, and remarked: "We have sought for truth and sometimes found it; but have we had much fun?"

* * *

Births, Deaths, and Marriage Note

Organisers of events are invited to send early notification of their intentions so that the same may be included in Forthcoming Events. Clashing of events may thus, to some extent, be avoided.—*Malvern Gazette.*

"I think, Mr. Town Clerk, the Gas Manager should be congratulated on selecting such an excellent site for the new gasworks."

Slimming Note

You cannot eat your cake and have "It."

* * *

Question Time

A question was asked at a recent council meeting: "What happens to the manure from the horses which pull the municipal dust-carts?"

The reply given was: "The manure which arises from the horses is the council's product."

* * *

Public Relations

Wire received recently at Port of London Authority HQ.:

Can you oblige please by raising sluices at Richmond this afternoon to enable me to search for my dental plate?

* * *

Answers to Correspondents

"*Worried*" (*Accrington*).—Your dream about climbing the Eiffel Tower in your pyjamas, pursued by an angry sanitary inspector, shows that you are in a thoroughly depressed and nervy condition. Try to relax before and after meals, and read a little light literature, such as Volume II of Halsbury's Statutes (Lunatics to Metropolis), or the Ribbon Development (Entry and Egress) Order just before going to bed.

"*Fashionplate*" (*Heckmondwyke*).—No, dear, the really *chic* way is *not* to lift the veil, but to break the shortbread into small crumbs and push them into your mouth through the holes.

"*Fitness Girl*" (*Ashby-de-la-Zouche*).—I really cannot understand how your leg-muscles have got down into your shoes. Write to the chairman of your Regional Committee about it.

* * *

Short Circuit

Previously the fire station has not had a telephone, and the brigade, which is not a full-time one, has been summoned from the police station. The brigade then arrive at the fire station, and in the meantime a messenger, usually a policeman, has to be sent from the police station to the fire station to inform the brigade where the fire is.—(News item.)

The brigade then sends a messenger, usually the grocer's boy, to the police station to tell the police to send a messenger, usually a chartered accountant, to the scene of the fire to say that the engine is on its way. Meanwhile the people at the fire send a messenger, usually an inefficient ass, to the police station to ask the police to send a messenger, almost always a charwoman, to the fire brigade to tell them to let the police know that a messenger, inevitably another charwoman, has been sent from the police station to the fire brigade to tell them that the messenger, usually a boy scout, sent by the police to the fire brigade has been told that the messenger, sometimes a carrier pigeon, sent from the scene of the fire to the police station is now on his way from the police station to the scene of the fire.

Lest the flames be given time to spread.

—"*Beachcomber*" *in the* "*Daily Express.*"

Not So Straight

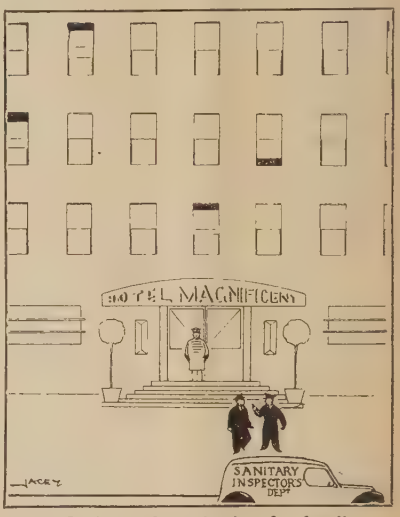
Subordinate official, referring to a senior colleague of whose influence with the head of the department he was jealous: "The governor doesn't see what A. really is because he is straight himself and it doesn't occur to him that A. isn't straight also. But I saw what the blighter was in a couple of seconds."

* * *

Topical Reflection

"O what a *bubble*, what a *puffe*, what but a *wink of Life is man!* And with what a general swallow, *Death* still gapes upon the *general World!*"—

Owen Felltham (A.D. 1670.)



"Let's condemn it—just for fun."

Two Legal Stories

The following story is told of the late Mr. Justice Rigby Swift:

Counsel for accused motorist said traffic-signs were illegible.

Swift (in his strong Lancashire accent): "Ah, in my county all signs are plain from a hundred yards away."

Counsel: "I agree, m'lud. I spent three weeks touring in Lancashire and never had the slightest trouble."

Swift: "Who said owt about Lancashire? My county is Sussex."

* * *

Here is another legal story I heard recently. A junior barrister was applying to the Lord Chief Justice to fix a day for trial for an action. Several similar applications had been made immediately before, and the Lord Chief said, a little impatiently:

"I suppose—h'm—that I shall be told that several Law Officers of the Crown will be engaged in this case."

"No, m'lud," replied the junior. "There will be my learned friend and myself, and some other *future* Law Officers of the Crown . . ."

Lord Hewart was so pleased with this ripost that he granted the application without demur.

ass the Milk"

Here are two samples of the late A. E. ısman's malicious wit.

Nature, not content with denying Mr. —— the faculty of thought, endowed him with the faculty of ting."

I do not know upon what subject — will next employ his versatile apacity."

* * *

Little Symposium on the Fair Sex

A woman's the most inconsistent mpound of obstinacy and self-sacrifice t I am acquainted with.—*Richter.*

* * *

She has greeny-brown eyes which inkle at a man and slay him.—*A. P. rbert.*

* * *

When I say that I know women, I an that I know that I don't know them. ery single woman I ever knew is a zzle to me, as I have no doubt she is herself.—*Thackeray.*

* * *

In the beginning, said a Persian poet, lah took a rose, a lily, a dove, a serpent, little honey, a Dead Sea apple, and a ndful of clay; when he looked at the nalgam—it was a woman.—*William arp.*

* * *

Women are not much, but they are e best other sex we have.—*Don Herold.*

* * *

ne Road Conclave

[A committee of eighteen members has en appointed by the Ministers of Trans- rt and Health with instructions to amine, codify, and simplify the highway ws of England and Wales.]

ne Transport Chief and Healthy One were walking side by side,
nd they surveyed our highway's state with anything but pride.
"It looks an awful mess," said one. "It is," his friend replied.
If eighteen men in eighteen seats discussed it day by day,
o you suppose," said Transport Chief, "that they could find a way
o get this tangle straightened out?"
The Healthy One said "Nay."
But how can one be sure of that?" the Transport Chief remarked;
Frankly, your obscurantist line leaves me a trifle narked."
Well, right-y-o!" said Health at last;
"You get your experts parked."
o there they sat, those eighteen men, good sober men and true,
hey searched the problem fore and aft and up and down and through;
it men to trust, they there discussed traffic till all was blue.
or clause by clause they looked at laws, and peered at statutes grey,
nd local Acts and private pacts were all in their survey;
ober of mien the whole eighteen were at it night and day.
nd what result had this stern cult on problems fierce and free?
id death-rates fall or was it all a Departmental spree?
e cannot say. The only way is just to wait and see.

LUCIO.

(Reprinted by kind permission of the Editor of the "Manchester Guardian.")

Compensation for Electricity Employees

THE Association has played a prominent part in attempts to secure adequate compensation for loss of office or financial sacrifices which may be imposed on employees of electricity undertakings as a result of the operation of the Electricity Supply Bill which the Government proposes to submit to Parliament.

In November, 1935, the Association was informed that the Minister of Transport had set up a Committee with the following terms of reference:

> "To bring under review the organisation of the distribution of electricity in Great Britain, including the control of statutory electricity companies by other companies, to advise on methods by which improvements can be effected with a view to ensuring and expediting the standardisation of systems, pressures and methods of charge, further extending facilities (including supplies in rural areas) and reducing costs, and to make representations."

The Association asked the Committee to include in its report a recommendation that adequate provisions for compensation for loss of office or reduction of salary or emoluments should be incorporated in any legislation giving effect to its proposals. At the same time the Association proposed to the Electrical Power Engineers' Association and the Associated Municipal Electrical Engineers the holding of a joint conference to discuss action to protect the interests of their respective members in the event of a Bill being introduced.

Need to Revise Provisions

The report of the Government Committee, issued in May, 1936, contained the following paragraphs dealing with this question:

> "467. We recommend, therefore, that legislation for giving effect to our proposals should give full protection by providing for adequate compensation to officers and servants who may be displaced, or whose position may be adversely affected.
>
> "468. It has been suggested by various bodies that in some aspects the present compensation provisions are inequitable and operate prejudicially against claimants. Particular reference has been made to such matters as the onus of proof on the claimant, the service which should count towards compensation, and the form in which the compensation is awarded. It has been urged, therefore, that in any further legislation dealing with the distribution of electricity, the opportunity should be taken to revise the compensation provisions in their general application under the Electricity (Supply) Acts.
>
> "469. We feel that the consideration of a general amendment of the compensation provisions is outside our terms of reference, and while we have drawn attention to the representations which have been made, we do not propose to comment thereon except to say that we are of opinion that, owing to the numerous amendments which have been made to the compensation provisions as originally enacted in Section 16 of the Act of 1919, it is desirable that in new legislation applying compensation provisions to any scheme of reorganisation of distribution, the opportunity should be taken to consolidate all the existing compensation provisions relating to electricity supply."

On May 19, 1937, a meeting of representatives of designated organisations in the London and Home Counties Area passed a resolution recommending the setting up of a Joint Committee of the National Joint Industrial Council and the National Joint Board, N.A.L.G.O., the Association of Supervising Electrical Engineers, and the Associated Municipal Electrical Engineers to examine the suggested compensation provisions, to formulate proposals thereon, and to watch the progress of the proposed Bill.

Joint Committee's Action

The first meeting of the Joint Committee was held on May 27, 1937. N.A.L.G.O. was represented by Mr. C. W. Durley (Hampstead Branch), Mr. C. J. Jackson, the Association's Parliamentary Agent, and the Legal Secretary. It was decided that each body represented should prepare a statement setting out the points which it considered should be included in the Bill to safeguard the interests of employees affected.

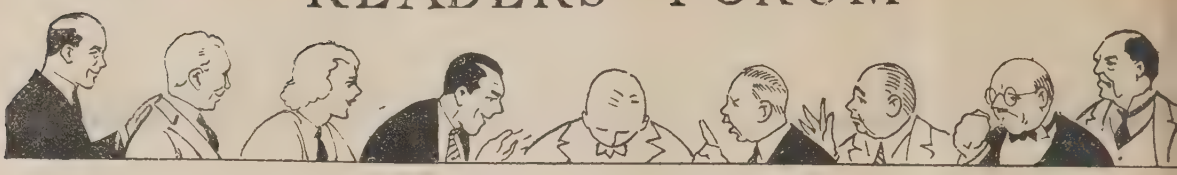
The Trades Union Congress General Council also convened a conference of interested trades unions. That conference, held on June 7, and attended by the Legal Secretary, on behalf of the Association, agreed that the Joint Committee should continue to function, should report to the T.U.C. General Council and should act under its aegis.

On June 18, the Joint Committee appointed a legal sub-committee to draft clauses relating to the transfer, compensation and superannuation of employees who would be affected by the proposed legislation. The clauses drafted were approved by the Joint Committee on July 14, and copies were forwarded to the Minister of Transport and the Electricity Commissioners.

On September 16, Sir Cyril Hurcomb, vice-chairman of the Electricity Commissioners, received a deputation from the Joint Committee, accompanied by a representative of the T.U.C. General Council. The draft clauses submitted were considered clause by clause and Sir Cyril said that the Commissioners and the Ministry of Transport would give careful consideration to the points raised.

On December 13 the Joint Committee was informed that Sir Cyril Hurcomb was not yet able to indicate the proposals relating to compensation which it is intended to include in the Bill.

READERS' FORUM



"The way to get at the merits of a case is not to listen to the fool who imagines himself impartial, but to get it argued with reckless bias for and against. To understand a saint you must hear the devil's advocate."—*Bernard Shaw.*

May I take this opportunity of congratulating you on the improvements in LOCAL GOVERNMENT SERVICE as evidenced by the January issue?

There has undoubtedly been much criticism of the Journal among members in the past, particularly of the poor quality of printing, the uninteresting way in which articles were written and the absence of encouragement to would-be contributors by the refusal to pay for articles not commissioned by the Editor. Now that has been remedied, or will be in the February issue, when I see that you are presenting the Journal in a new dress.

Now that your columns are open to readers to air their grievances or views, to submit cartoons or jokes, it is up to them to show their appreciation (or otherwise) of the improvements by "burying" you beneath their contributions.

May success attend your efforts to "rejuvenate" LOCAL GOVERNMENT SERVICE!

C. RICHARD WANNELL.
(Editor, Torquay "N.A.L.G.O. Notes," Jan. 1934-Mar. 1936.)
9 Western Avenue, Lincoln.

[*Thank you Mr. Wannell. If we must be buried, let it be beneath readers' contributions!*—EDITOR.]

FILLING OF VACANCIES

The "Inside" Man's Chance

I write to point out the fallacy of the arguments propounded by "Ambitious" in your January issue.

He suggests that the higher-grade posts should be filled from the inside and only the lower-grade posts advertised, his complaint being that after a higher-grade post has been temporarily filled with satisfaction from the inside, the post is publicly advertised, with the result that some outside person is chosen. This, of course, is not always the case—the inside man has an equal opportunity and often he is chosen.

"Ambitious" might equally suggest that because a department carries on "satisfactorily" during the absence of the chief on holiday or through illness, the chief's services can be dispensed with.

Also, if the system outlined by "Ambitious" were adopted, what would be the chances of promotion for the higher-grade men? After all, most of the at any rate younger chiefs are just as keen to gain promotion to higher appointments, but they would never get the opportunity under "Ambitious's" system.

ISTO.

PRIZES FOR LETTERS

A prize of half-a-guinea will be paid each month for the letter which, in the opinion of the Editor, is of the greatest interest to readers.

Return to Parochialism

When I read in the current issue of LOCAL GOVERNMENT SERVICE the letter which appears over the nom de plume "Ambitious," asking that public advertisement be confined to the lowest grades of the service, to facilitate promotion inside each authority, I was moved to that expression of dismay with which I recollect you yourself, in a leading article, greeted a somewhat nepotic utterance at the Edinburgh Conference of the Labour Party, and to declare roundly "Bang goes the Hadow Report!" There are grounds for believing that several layers of dust have by now accumulated on that celebrated document where it lies in the pigeon holes of Whitehall. But the optimists among us think it may shortly be unearthed by under-secretaries and made presentable for Sir Kingsley's hands, and it is a bitter blow when our own brethren tacitly admit that they have never opened the covers of what every local government officer ought to regard as at once his Magna Carta and Petition of Right.

Has "Ambitious" paused to consider the logical outcome of his proposal? If one's logic is ruthless enough, it would appear to be a return to those mediæval municipalities whose fantastic habit of concluding commercial agreements with communes on the continent while they fought the townsmen twelve miles down the road delights, while it amazes readers of economic history.

When the labour of forty years has at last achieved compulsory superannuation for the Service from Land's End to John o' Groats, and so made more possible than ever before that passage of officers between authorities which continually renews the strength of our local government and thereby our democracy, your correspondent would seemingly make of every corporation a parochial unit in the worst sense of that epithet.

"Ambitious" writes objectively; but one detects a subjective atmosphere about his letter. Will he, therefore, permit me to counsel him to be patient, to cultivate his enthusiasm, to augment his equipment, and to call in at the public library on his way home each Friday evening to scan with eagle eye the "Appointments Vacant" columns in the "Municipal Journal"?

D. R. WOODMAN.
(Borough of Willesden.)
128 Leghorn Road,
London, N.W.10.

SALARIES and PROSPECTS

A Junior's Complaint

I have read with interest the letters which have appeared in LOCAL GOVERNMENT SERVICE from time to time regarding the salaries paid to junior officers. I think the facts in my case may be of interest.

At the age of sixteen, in possession of a matriculation certificate and with a very good school record, I was faced with the problem of whether I should endeavour to go through college or get a job. One thing I was certain of, no blind alley employment for me. I realised that it would be a struggle for my family if I went to college, although I had no doubt of my ability to do well and really desired to go. My eventual decision was that if I could obtain a decent job with prospects I would take it.

Understanding that a position under the County Council offered real prospects I applied for a post as office-youth and was successful out of nearly 200 applicants. At the time I was jubilant, in the fond belief that all I had to do was to work hard and study hard, and high positions would be open to me.

Very soon, however, I discovered that the way to the higher positions in my

artment was barred, as the qualifica-
us necessary could not be obtained
hout attendance at college.
Now, at 21, after four years' service,
m in receipt of a salary of less than
o a year. My prospects are that at
or so I shall have worked up to £4 a
sk. Can you wonder that I am dis-
ntled, and feel that I could have chosen
nore profitable career? The fellows of
age whom I know are getting already
re than £150 as teachers, insurance
nts, and so on. As long as cases like
ne occur I am afraid that you cannot
pect a very high standard from the
rants into local government service.

A. H. BERRISFORD.
, South View, Trimdon Grange,
. Durham.

RANCH MAGAZINES
Suggestion to Editors

I had the privilege to attend the
urteenth Conference on Staff and Works
agazines, convened by the Industrial
elfare Society last April, at which the
litor of "London Town," the London
unty Council's staff magazine, was one
the speakers. Although this conference
concerned with the magazines of large
mmercial concerns as well as those of
rporations, there is an advantage in
is, as any conference convened solely for
scussing our own branch magazines
ould not be able to share the wider
periences of the editors of magazines
tering for all types of employees. May
suggest that those interested should
mmunicate with the Director, Industrial
elfare Society, 14, Hobart Place, S.W.1,
sking that a notification of the next
nference should be sent to them.

May I add that I trust that the offer
f payment for contributions to LOCAL
OVERNMENT SERVICE will not deprive
he branch magazines, which are obliged
o run on a voluntary basis, of their best
ntributors.

H. E. S. BICKERTON.
he Guildhall Gazette,
o, Great George St.,
ondon, S.W.1.

[*Mr. Robert Hyde, Director of the Industrial Welfare Society, informs us that he will be delighted to invite editors of N.A.L.G.O. branch magazines to attend the Society's next conference.*]

ECURING NEW MEMBERS
A Suggested Booklet

To introduce newly appointed officers
o membership of N.A.L.G.O. I would
uggest that each local honorary secretary
might publish a short history of out-
standing events and personalities since
he inauguration of the local branch.

Juniors and others, on becoming
members, would then be able to acquaint
themselves with what others had done
towards promoting the well-being of their
colleagues and would be helped to realise
how, as the scope of local government had
widened with the advance of modern
civilisation, the number of officers had
increased and brought the advantages of
collective bargaining for improved condi-
tions of employment.

This knowledge would bring home to
them the importance of playing their part
in the branch's activities, realising that
the vigour of the nation's local govern-
ment depends largely upon the life
manifest in N.A.L.G.O., which, in its turn, depends for its power on the interest shown by the individual members in their local branch.

The suggested leaflet—it could be bound with a copy of the rules—besides giving information of events and personalities of local renown, might include a summary of those of national interest to local government officers and so emphasize the importance of the wider outlook obtaining in membership of a national association.

In fact, I might carry this matter to its logical conclusion and say that the facts about similar organisations in other countries would make such a leaflet even more striking and complete in its appeal to anyone concerned.

Such signposts, indicating local, national and international trends, might give the young officer helpful clues to the lines of future progress in conditions of employment in a service which is most intimate in its contact with the lives of all his fellows.

GORDON F. HICKMAN.
Borough Treasurer's Dept.,
Burton-on-Trent.

COMPETITION

We offer a first prize of one guinea and a second prize of half-a-guinea for the best list of ten suggestions for improving LOCAL GOVERNMENT SERVICE. Suggestions may deal with individual articles, series of articles, new or existing features or questions of presentation and display. They must, however, be brief, and any entry exceeding 200 words will be disqualified.

Entries, written on one side of the paper only, should be addressed to the Editor, LOCAL GOVERNMENT SERVICE, 24, Abingdon Street, London, S.W.1, and must reach him by first post on Monday, February 14. Competitors may use a pseudonym.

A B. & O. CARNIVAL
Suggestions Wanted

Early in May the Ashford and District (Kent) Branch is making a public effort to raise funds for the B. & O. Fund. It will take the form of the election and crowning of a May Queen for Ashford with a Children's fancy-dress carnival and similar festivities.

I am wondering whether any N.A.L.G.O. members have ever had any connection with the organization of such a function. If so, I should like to get into touch with them with a view to obtaining suggestions and ideas, as the event will be the first of its kind to be held in Ashford.

A. L. RUSSELL
(Honorary Secretary)

THE RURAL COUNCIL
Dangers of Abolition

I am in agreement with your contributor, Mr. C. H. Gardiner. Mr. Freeman's suggestion of abolishing parish meetings, parish councils and rural councils is not evolution or revolution, but destruction; the destruction of local interest and the creation of apathy.

I am a member of a parish council with an acreage of 2,167 and a population of 1,875 and a penny rate produces £34. The members of the council are well acquainted with village traditions and are keen on preserving public rights and the preservation of footpaths and village greens, which is so necessary owing to building development.

I am also a member of a rural council and am able to see the problem of administration and routine from the inside. The Council covers an area of 62,959 acres, has a population of 30,243, which is increasing, has built 800 council houses, and is responsible for fire protection within its area. A penny rate produces £724.

The members are in close and personal contact with the villages they represent, and are keen to preserve the countryside—a task which is extremely difficult to carry out.

Any scheme substituting the authorities I have mentioned would reduce democratic representation to a farce. Democracy is being attacked on all sides and don't we all wish to preserve it?

In my opinion centralisation is not in the public interest, nor is it in the interest of the staffs concerned.

W. G. AUGER
(late N.E.C.)

MOTOR HIRE PURCHASE
Longer Repayment Period

I notice in this month's LOCAL GOVERNMENT SERVICE that the President promises that efforts will be made to develop the facilities offered. I am pleased to know this. I am an official in a large semi-urban district which is developing rapidly and cannot carry out my duties satisfactorily without the aid of a car. My travelling allowance is £45 per annum and mileage about 5,000 per annum.

Could not the payments be spread over a longer period than two years to enable such officers as myself to have a new car for once, instead of struggling along with one six or seven years old? I am sure that if the payments were spread over four years a great many would take advantage of the service.

OLD CROCK.

[*"Old Crock's" suggestions are to be referred to the appropriate committee of the Association.*]

TRAINED MALE NURSES
Admission to Society

My letter in the November issue appears to have annoyed two gentlemen whose letters appeared in December, but I still maintain that the status of general-trained men would be lowered by admitting the equality of men with only mental nursing qualifications.

Mr. Glavin's offer of the "Syllabus of Training for Mental Nurses for the G.N.C. examination" might have been accepted had he himself passed this examination, but the Nurses' Register makes it plain that neither he nor Mr. Horn have done so and I cannot but feel that they are presumptive in stressing their "qualifications."

S. R. N.

All Headquarters Communications should be addressed to the General Secretary and endorsed with the appropriate subject.

HEADQUARTERS

NATIONAL ASSOCIATION of LOCAL GOVERNMENT OFFICERS

24, ABINGDON STREET, WESTMINSTER, S.W.1

Telephone **WHItehall 9351** (6 lines)

Telegrams **Natassoc, Parl., London**

OFFICERS

General Secretary : L. Hill.

Deputy General Secretary, Legal Secretary and Insurance Secretary : J. Simonds, M.A., Barrister-at-Law.

Accountant : H. G. Baker.

Organizing Secretary: J. B. Swinden.

Education Secretary : H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary : H. Wright.

Public Relations Officer : A. Spoor

Divisional Secretaries :

Metropolitan and Eastern : T. M. Kershaw, 24, Abingdon Street, S.W.1. WHItehall 9351.

North-Western and North Wales : Haden Corser, 2, Mount Street, Manchester, 2 : Blackfriars 7668.

North-Eastern and Yorkshire : W. Cecil Wood, 12, East Parade, Leeds, 1 : Leeds 24861.

East Midland, West Midland and South Wales : J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3 : Central 1836.

South-Eastern, Southern and South-Western : F. Thomas, Room 60, Somerset House, Reading : Reading 3880.

Scottish : J. M. Mortimer, 67, West Nile Street, Glasgow, C.1 : Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July 1914, level for each of the last six months is :

August 55 October 58 December 60
Sept. 55 November 60 January 59

The percentage increases for the past three months in each of the five groups on which the index figure is based are :

	Nov.	Dec.	Jan.
Food	46	46	45
Rent	59	59	59
Clothing	110	110	110
Fuel and Light ..	80	85	85
Other items ..	75	75	75

IMPORTANT DATES

February 12.—Holiday Centres, Cruise and Swiss Holidays Reunion in London.

February 28.—Branches to remit all monies due to the Association to Headquarters.

HEADQUARTERS AND BRANCHES

The following circulars have been sent to branch officers :

JANUARY 5

SA/1/38 (To each branch secretary.)
(a) Announcing that official badges, and brooches for lady members, are now on sale.
(b) Stating that diaries are still available.
(c) Setting out a form for ordering badges, brooches, and diaries.

SA/2/38 (To each branch secretary.)
(a) Announcing the opening date for the Croyde Bay and Cayton Bay Holiday Centres.
(b) Regarding the admission of non-members.
(c) Giving particulars of the reunions in London and Manchester.
(d) Stating that the programme of Swiss Holidays, including Paris and the French Riviera, will shortly be sent to branches.

3/ORG/38 (To each branch secretary.)
Quoting a resolution passed by the National Executive Council relating to the charging, by branches, of rates of subscriptions less than those authorised by the Association.

4/ORG/38 (To each branch secretary.)
Regarding notifications of transfers of members.

5/ORG/38 (To each branch secretary.)
Stating that the Association has decided to co-operate with various other organizations in an inquiry to obtain particulars of the weekly family expenditures of officers receiving over £250 per annum, and asking for the names and addresses of members who will assist.

6/GEN/38 (To each branch secretary.)
(a) Announcing that the 1938 edition of "Beano" will be published by Headquarters, and asking branches to appoint Contact Officers to secure contributions and arrange for distribution of the magazine.
(b) Giving details of the prizes offered for contributions.

7/NPS/38 (To secretaries of district committees, branches, and to Provident Society correspondents.)
(a) Giving particulars of the number of enrolments, and amount of sickness claims paid during 1937.
(b) Enclosing a circular prepared for issue to junior officers with a form for ordering additional copies.

8/GEN/38 (To secretaries of district committees, branches, and sectional and professional societies.)
(a) Announcing the venue and date of the Annual Conference, 1938.
(b) Enclosing copies of form on which to notify Headquarters of representatives appointed to attend.
(c) Concerning grants in respect of (i) railway fare, and (ii) subsistence allowance.
(d) Setting out a list of dates in connection with the Conference.
(e) Enclosing a list of hotels and boarding houses at Blackpool.

9/GEN/38 (To each branch secretary.)
Concerning the Association's public relations policy and asking branches to appoint Public Relations correspondents to co-operate with the Public Relations Officer.

BLACKPOOL CONFERENCE

Dates to Remember

March 1.—Return of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m. (Form C.1.)

Nominations for election of National Executive Council to be received at Headquarters by 5 p.m. (Form EL. 1.)

Motions for Conference to be received at Headquarters by 5 p.m.

Invitations for venue of Conference 1939, to be received at Headquarters by 5 p.m.

April 1.—Journal will contain Conference Agenda.

Report of the National Executive Council to be issued to representatives with agenda.

April 15.—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.

Voting papers for National Executive Council to be in hands of Branch Secretaries.

April 23.—Voting papers for National Executive Council to be in hands of members.

May 1.—Voting papers to be in hands of Secretary of District Committee.

Journal will contain amendments to motions in Conference Agenda.

May 7.—Voting papers for Honorary Officers to be in hands of Branch Secretaries.

Voting papers for venue of Annual Conference, 1939, to be in hands of Branch Secretaries.

May 21.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.

Voting papers for Honorary Officers to be returned to Headquarters.

Voting papers for venue of Conference to be returned to Headquarters.

June 4.—Whit Saturday. First day of Conference proceedings.

June 6.—Whit Monday (Bank Holiday.) Second day of Conference proceedings.

SALARIES AND SERVICE CONDITIONS

SALARIES

The scale of salaries of Division IV the **Middlesex** County Council clerical ding scheme (male) in respect of future ointments and of all officers appointed er February 1, 1934, is to be amended h effect from April 1, 1938, as follows :

* * *

£85 per annum under 18 years of age. £100 per annum at 18 years of age, rising by annual increments of £15 to £130, and then by £20 to £250 per annum.

* * *

On the application of the Association acceleration of increments has been anted in the case of the **Wigan** Gas orks Chemist of £14 as from Feb. 1, 1938, d a further £14 as from Aug. 1, 1938.

* * *

Following an interview by the Divi- nal Secretary, **Dearne** District Elec- city Board has approved increases in lary for the majority of its officers rying from £10 to £52 per annum.

* * *

GRADING

Batley Corporation has adopted a ading scheme following negotiations rough the local joint committee. The heme is based on the scales of the ancashire and Cheshire joint council, but rtain modifications have been intro- aced. There are six grades, and pro- sion is made for an automatic pro- ession (in the absence of an adverse port) from £45 per annum at age 16 £180 at age 26 for male officers, and om £33 16s. at age 16 to £124 16s. at ge 25 for female officers. Further grades r general, clerical and administrative asses are as follows :

CLERICAL

	Males		Females
Grade A.	£192	Grade A.	£135
"	£210	"	£143
"	£217	"	£150
Grade B.	£230		
"	£235		

ADMINISTRATIVE

	Males		Males
Grade A.	£200	Grade B.	£270
"	£215	"	£285
"	£230		
"	£245		
"	£260		

* * *

The **Basford** R.D.C. has adopted a grading scheme and standard conditions of service from January 1, 1938.

* * *

The divisional secretary attended a meeting at **Port Talbot** of the Joint Staff Advisory Committee on January 12, in support of two applications for re-grading and three applications for acceleration of increments. The applications for re-grading were recommended and the others favourably received but a decision was deferred. The question of tea allowances was also raised, and an allowance was recommended.

* * *

The **Magor and St. Mellons R.D.C.** has adopted scales of salaries with effect from January 1, 1938.

APPROVED SOCIETY

Reminder to Contributors

Many members have not yet returned their form electing to continue membership under the combined scheme. Unless they intend to be transferred to the conditions of the new Pensions Act they should complete the postcard and return it to the Approved Society immediately.

Owing to the large numbers of postcards received it has been impossible to send acknowledgments. To guard against the risk of a postcard having gone astray a further letter will be sent to each member from whom a card has not been received. This will be a colossal task unless every member will endeavour to return his form of election by **February 12.**

If a member wishes to be transferred to the conditions of the new Act, a notice to the Approved Society will be helpful when the matter of "reminders" is being dealt with.

WHITLEY COUNCILS

The Lancashire and Cheshire Whitley Council has recently submitted Grading Schemes in respect of the following authorities :

OLDHAM—Hospital and Institutional Staff.

CARLISLE—Hospital and Institutional Staff.

DALTON-IN-FURNESS — Clerical Staff. WHALEY U.D.C.—Clerical Staff.

* * *

National Whitley Council (*No. 14 District, South Western, including Devonshire, Dorset and Cornwall*). — A conference, attended by some 80 representatives of local authorities, was held at Plymouth, to discuss the formation of a provincial joint council for the administrative, technical and clerical services of the local authorities in the above three counties. The representatives decided to ask their respective authorities to receive a memorandum on Whitley Councils and to discuss the matter again later.

SUPERANNUATION

The following authorities have adopted superannuation schemes with effect from the dates shown :

	Officers	Servants
Cannock U.D.C., April 1, 1938	79	91
Newark, April 1, 1938	70	–

* * *

A deputation consisting of representatives of the National Union of General and Municipal Workers, the Amalgamated Engineering Union, the National Union of Public Employees, and N.A.L.G.O., met the **Merthyr Tydfil** town council on December 29, when on behalf of the deputation, Mr. J. E. N. Davis, N.A.L.G.O., urged the adoption of a scheme under the 1922 Act for officers and workmen. The council agreed to obtain an actuarial report at the earliest possible date.

* * *

EXAMINATION GRANTS

The **Benfleet** Urban District Council has agreed to make grants to members of the staff obtaining vocational qualifications. A list of recognized examining bodies has been drawn up and grants of £5 and £10 respectively will be made for intermediate and final certificates. The decision applies to all staff except the chief officers.

* * *

POST-ENTRY TRAINING

Manchester Scheme

Important provisions for the post-entry training of junior officers on the lines recommended in the Hadow Report, have been adopted by Manchester Corporation. The scheme—some features of which have been in operation for a number of years—may be summarised as follows :

FINANCIAL AID.—The Corporation will pay the fees of junior officials below the age of 22 attending approved evening classes, and of officials over 22 in cases approved by the committees concerned.

TRANSFERABILITY. — The establishment committee has urged that consideration be given to the desirability of arranging for suitable clerical officers who wish to be transferred or loaned to other departments.

EXAMINATION POLICY.—The establishment committee has urged that a system of examination qualifications as a condition of entry to the technical and administrative grades might be extended. Examination successes are recognised by acceleration of salary increments.

The Establishment Committee has also urged the need for uniformity in interpretation of the educational scheme by various departments.

"Beano 1938" Competition

Prizes for Articles, Drawings & Stories

Local government has its lighter side. Were the occupants of council chamber and town hall to relax occasionally from their habitual decorum, hearty laughter might be heard issuing from their dignified portals.

Not a day passes in any town hall or municipal office throughout the country without some comic incident, some witty letter, some conscious or unconscious joke raising a smile. At present much of that humour is lost and forgotten. "BEANO 1938" is being produced to save it—and to help the Benevolent and Orphan Fund.

Collect your wisecracks then, brush up your jokes, jot down those howlers and comic letters you were saving to tell your wife, and send them in for "BEANO" the year-book of municipal mirth. If you write, draw, write verses or caricature your colleagues, try your skill in the "BEANO" competition. If you are in love or out, let your colleagues share your romantic aspirations. There are scores of prizes to be won:

HUMOROUS DRAWING (pen and ink or brush work).

FIRST PRIZE—Three guineas
SECOND PRIZE—Two guineas.
FIVE CONSOLATION PRIZES—Half-a-guinea each.

HUMOROUS ARTICLE (not exceeding 1,000 words).

FIRST PRIZE—Three guineas.
SECOND PRIZE—Two guineas.
FIVE CONSOLATION PRIZES—Half-a-guinea each.

HUMOROUS POEM.

FIRST PRIZE—Two guineas.
FIVE CONSOLATION PRIZES—Half-a-guinea each.

ARTICLE ON ANY SUBJECT (not exceeding 1,000 words).

FIRST PRIZE—Five guineas.
SECOND PRIZE—Three guineas.
TEN CONSOLATION PRIZES—Half-a-guinea each.

SHORT STORY (not exceeding 2,000 words).

FIRST PRIZE—Five guineas.
SECOND PRIZE—Three guineas.
THIRD PRIZE—One guinea.

HUMOROUS OR INTERESTING ANECDOTE (not exceeding 200 words, preferably in relation to local government).

FIRST PRIZE—Two guineas.
CONSOLATION PRIZES of half-a-guinea for every story published.

In addition, half-a-guinea will be paid for any photograph or drawing published, which is sent to illustrate an article or story.

Last year the Isle of Thanet branch produced "BEANO" and made a great effort to increase its sales. This year, for a change, the production is in the hands of headquarters—a fact which, of course, implies no reflection on the excellent work of last year's editors. All profits from sales will be credited to the Benevolent and Orphan Fund collections of the branches in which "BEANOS" are sold.

Conditions

The Editor's decision is final, and all rights of publication of any entry are reserved.

Each competitor must be a member of N.A.L.G.O. Winning entries will be published anonymously or under a nom-de-plume if requested, but the entrant's department and branch must be stated with each entry.

Any number of entries may be made by one person in any or all competitions.

All drawings and photographs must bear the competitor's name and address on the reverse side.

All entries must be written on one side of the paper only, and must be received before **March 1, 1938.**

Envelopes should be marked "BEANO COMPETITION" and sent to:

The General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

OLD CUSTOMS WANTED

From time to time we read in the Press of some historic custom or ritual of local government being maintained or revived to-day.

The Editor invites contributors to send him brief accounts of such customs, with details of their origin and significance and illustrated, if possible, with photographs or sketches.

"ONLY BEST WILL DO"

Edinburgh Lord Provost's Message.

In a New Year Message to LOCAL GOVERNMENT SERVICE, *received too late for publication in the January number, the Rt. Hon. Sir Louis Gumley, Lord Provost of Edinburgh, wrote:*

To local government officers in all branches of local administration, I send this New Year message.

You have served the public well in the past, you never served the public better than at present, but only your best will do for the future. Yours is a great privilege in having been educated for and trained in public affairs. Many of us on the councils of local authorities have been thrust into public life without that necessary training and accordingly have to rely on your advice and help which is given with unfailing generosity.

SUPERANNUATION

Transfer Value Rules

IT is provided by section 12 (4) of the Local Government Superannuation Act, 1937, that where a contributory employee had under subsection (2) of section 8 of the Local Government and other Officers' Superannuation Act, 1922, paid before April 1, 1939, part, but not the whole, of a sum in lieu of transfer value, account shall be taken of his service for superannuation purposes in the manner to be prescribed by regulations to be made by the Minister of Health.

Recently an enquiry has been addressed to the Ministry as to the position of an employee who, at April 1, 1939, is in arrear with instalments of a sum in lieu of transfer value which he has agreed to pay under subsection (2) of section 8 of the Act of 1922, and the reply of the department is as follows:

> "It is not possible to indicate at present on what basis the regulations to be made by the Minister under Section 12 (4) of the Act of 1937 will be framed, but, as at present advised, the Minister finds it difficult to see, regard being had to the provisions of Section 8 (2) of the Act of 1922 and of the Transfer Value Rules, how a person who has broken an agreement made by him under those provisions could be held to be a person within the purview of Section 12 (4) of the Act of 1937."

In the circumstances, pending the issue by the Ministry of the appropriate regulations, it is advisable that employees who are paying a sum in lieu of transfer value by way of instalments should pay the instalments as and when they become due, and should also pay any arrears of instalments which may have accrued.

MONMOUTH'S MIDWIVES

Students of local government who look to an era of unusual, if productive, administration in Monmouthshire as a result of the astonishing announcement in last month's LOCAL GOVERNMENT SERVICE that the President of the Monmouth County Branch had "exhorted members to do their utmost to secure 100 per cent membership, formed of county midwives appointed under the recent Midwives Act" must, we fear, be disappointed. The branch is not to be handed over to the maternal ministrations of its new members and we apologise to the President and to the midwives who, but for the unhappy attentions of the printer, would have been warmly welcomed into its fold.

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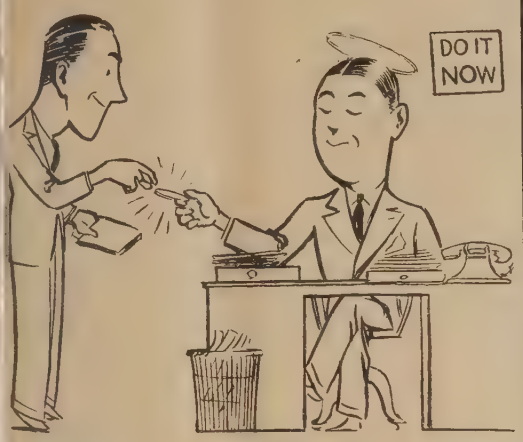

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N.A.L.G.O.'s HOSPITAL AND NURSING HOME SCHEME

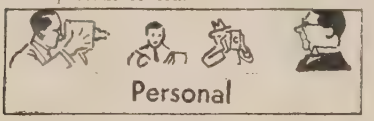
HERE AND THERE

The bed endowed at the Bolingbroke Hospital, London, S.W.11, in honour and memory of the late Sir Henry Jackson, M.P., was formally dedicated on January 22. Councillor W. H. Heath, presenting the bed, on behalf of the committee and donors to the Sir Henry Jackson Memorial Fund, to the chairman and governors of the hospital, said that he was surprised how Sir Henry had found the time to participate in so many activities and to carry out so much good work for the district.

All local government officers were grateful to Sir Henry for the work he had done for their Association.

The Bishop of Kingston conducted a brief service and the assembly, numbering about eighty, sang two hymns.

Mr. Herbert Arding, chairman of the governors, thanking the donors, said that the Bolingbroke Hospital and every hospital in the country were mindful of the great work done by Sir Henry. Afterwards Lady Jackson entertained those present to tea.



Three hundred guests attended the annual dinner and dance of the Cardiff branch when the Lord Mayor, Alderman O. Cuthbert Parnell, presented **Mr. J. Weslake Hill,** the retiring secretary, with a grandmother-clock — a gift from his fellow-members, in recognition of his untiring service to the cause of N.A.L.G.O. in Cardiff.

Despite periods of ill-health, he has missed very few meetings of the executive committee, and was chairman of the South Wales district committee during 1927 - 28. He hopes to continue his membership of the executive committee and remains keenly interested in the B. & O. Fund.

* * *

To mark the retirement from the service of Croydon's branch secretary, **Mr. W. T. Hunt,** more fully reported in last month's LOCAL GOVERNMENT SERVICE, the executive held an informal supper at which members were able to express their good wishes. The president, Mr. J. McCall, borough treasurer, presented Mr. Hunt with a book of Kipling's verse, containing the signatures of nearly every member of the branch, bound into the volume.

Mr. F. A. Bristow, A.C.I.S., secretary for eight years of the Reigate branch, has been appointed senior assistant to the Hastings Education Committee. He is to continue for another year as honorary secretary of the South-Eastern district committee, an office which he has held since January, 1935. At Reigate he was Education correspondent for more than four years and honorary secretary of the South Eastern Area Education committee from 1936-7.

* * *

Dr. Eric R. Smith, M.D., D.P.H., Deputy M.O.H., City of Chester, has been appointed District Tuberculosis Officer for the County of Cheshire at a salary of £750 rising to £937 10s. Before coming to Chester two years ago, he was on the staff of the Halifax Health Department.

* * *

Mr. Charles W. Pritchard, surveyor and sanitary inspector to the Loddon rural district council has resigned after forty years' service, thirty-eight of them with the same authority. He went to Loddon in 1898 after a year as district sanitary inspector to the Sheffield Corporation. After retiring on superannuation in January, 1937, he was engaged for one year by the Wainford rural district council, Suffolk, to make an inspection of the district.

* * *

Mr. Rennie Richmond, accountancy assistant at Bury, and for seven years honorary secretary of the Bury branch, has been appointed markets superintendent of Rawtenstall.

During his term of office he was largely instrumental in building up the membership of the branch. His many friends in the North-Western Area will be glad to hear of his appointment and will wish him happiness and success.

OBITUARIES

Mr. H. Storr Best, formerly borough surveyor of Beckenham, who died on January 4, was one of the founder members of the Beckenham branch. He was assistant surveyor to the Beckenham Council for thirty-four years, becoming surveyor in 1926. He was borough surveyor from 1935, when Beckenham received its Charter, until his retirement in August 1936.

Mr. Storr Best was president of the branch for 1935-36.

Mr. Percy Morris, housing architect to the Wakefield Corporation and vice-president of the Wakefield branch, died suddenly. Mr. Morris had rendered valuable and sustained service to the branch, and the sincere sympathy of the members is extended to his widow and family.

Nearly three hundred people attended the annual dinner and dance of the **Leicestershire** branch, at the Grand Hotel, Leicester, on January 5.

President of the branch, Mr. L. E. Rumsey, and guests at the Leicestershire branch Annual Dinner and Dance.

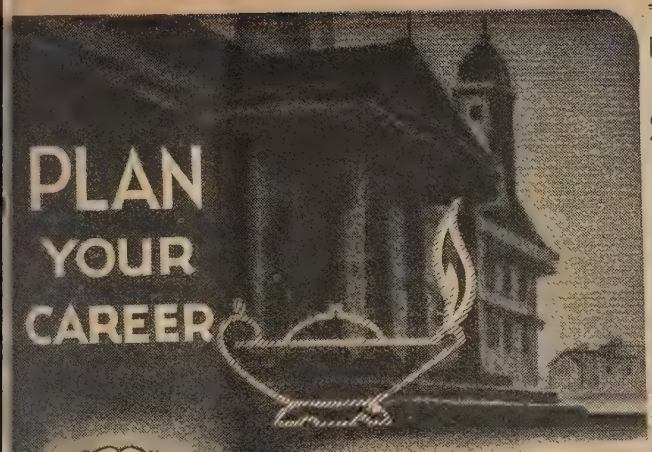
Mr. Lucas E. Rumsey, clerk of the county council and president of the branch, presided and Mr. P. E. Sandlands, K.C., Recorder of Leicester, and Mr. L. Hill, general secretary, were present.

Proposing the toast of the Leicestershire County Council, Mr. Hill said: "We are engaged on a job which demands the courage of youth. As officers we recognize the fine part played in the great administrative movement by those who represent the people."

* * *

At the New Year party of the city of **Oxford** branch, held in the town hall, on January 8, there were over one thousand, including the mayor, sheriff, and members of the council.

(*Continued on page* 64.)



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(*Continued from page 62*)

Various departments contributed to the evening's entertainment; the education department with a playlet, "On Dartmoor," by Neil Grant; the public health department with "Communal Salubrity"; the town clerk's department with "A Spot of Drammer"; and the city treasurer's department with "Battalion Orders."

Mr. A. J. Upstone, secretary of the entertainments committee, superintended arrangements.

* * *

Newark's decision to adopt a superannuation scheme was welcomed by Mr. J. E. N. Davis, the divisional secretary, speaking at the branch's second annual dinner. The president, Mr. W. H. Blundstone, gas engineer, presided, and the guests included the Mayor and Mayoress.

* * *

Col. Edward Stead, junior vice-president of the Association and county surveyor of Somerset, attended the annual dinner of the **Minehead** branch.

During the evening skittles were played, Mr. W. R. J. Burnell winning a presentation medal.

* * *

"Eastleigh's Art Gallery"—in which members portrayed the titles of pictures—was the outstanding feature of the annual ball of the **Eastleigh** branch, attended by the mayoress, Mrs. R. H. Roberts, and 300 members and friends

* * *

There was a large attendance at the first ball of the **Tunbridge Wells** branch, held at the Pump Room on December 10, in aid of the Benevolent and Orphan Fund. The Mayor, Councillor C. E. Hillman, was present.

* * *

"Third Time Lucky," the well-known comedy presented by the **Cambridgeshire** County Nalgo Players for three nights, proved an unqualified success.

Every member of the cast interpreted Arnold Ridley's witty lines to their best advantage, each audience being kept in continuous laughter.

Telegrams were sent to the Chairman of the **Glamorgan** County Council, Alderman D. D. Davies, regretting his illness, and to Sir William Jenkins, M.P., congratulating him on his return to good health, at the branch annual meeting.

A further increase in membership to 1,060—compared with 255 ten years ago—and an increase in the maximum of the scale for third class clerks from £160 to £175, were recorded.

It was reported that 68 of the midwives appointed under the Midwives Act, 1936, had joined the branch, and that two representatives—Miss S. A. Bartlett and Miss Bronwen Davies—had been added to the executive committee.

* * *

Felling.—Dr. D. M. Millar, Medical Officer of Health, was elected president. It was reported that membership had increased by ten, that a Joint Consultative Committee had been formed and had been instrumental in securing an improved scale of salaries for clerical assistants, female clerks, and typists, and that all members of the branch were members of the B. & O. Fund.

* * *

The death of the President of the **Sutton Coldfield** branch, Mr. R. A. Reay-Nadin, and the retirement from the office of secretaryship of Mr. S. Ashton Stray, were referred to by Mr. H. Freeman, the new President of the branch, at the annual meeting.

Branch formed at Newton Abbot

Officers of the Newton Abbott urban and rural district staffs, who had formerly been members of Paignton branch of N.A.L.G.O., have now formed a branch of their own. Mr. A. E. Stroud, clerk of the rural district council has been elected the first president.

The first inter-district table tennis match was played at the Kingsway Hall, London, on January 15, between the Metropolitan and the South Eastern districts. Although the Metropolitan District secured an overwhelming victory by 13 events to 1, the play of the South Eastern team was consistently sound and steady, threatening their opponents in several games. The Metropolitan players were: G. W. Marshall and H. Birnie (Camberwell), A. E. H. Clewer and G. Smith (Leyton), J. W. Lee (Bethnal Green), and W. Byne (Hackney). Mr. S. A. Baker, hon. sports secretary to the South Eastern district, said that it was hoped to arrange a return match before the end of the season.

* * *

The individual men's and ladies Table Tennis singles and the men's doubles championships, which are open to all members of the Metropolitan district, will be held at the Metropole Hall, Northumberland Avenue, W.C.2 (Headquarters, Civil Service Sports Council) on Monday, Tuesday, and Wednesday, March 21, 22, and 23. Entry forms can be obtained from branch secretaries, or Mr. A. Daniel Smart, at Council Offices, Friern Barnet, N.11.

The entrance fees for singles are 1s. 6d. each and for men's doubles, 2s. 6d. per pair. Entries must be received not later than March 7.

Members of N.A.L.G.O. headquarters staff at their first annual dinner and dance.

My special offer of 10/- off the price of all suits, overcoats, and raincoats, to measure or ready-to-wear, definitely closes on February 21st

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SCOTTISH NOTES

Applications through Whitley Council

The Association's representatives on the Whitley Council have been preparing for an early meeting of the Council at which they hope to make progress in the establishment of national scales.

On the question of prodecure, it was reported that the employers' side objected to general applications regarding scales of salaries and service conditions being made to authorities while the Council was about to consider such questions. In view of this, it was decided that :

All general applications be sent in future to the Whitley Council, after submission to the executive of the Scottish district committee ;

Applications from N.A.L.G.O. branches be first considered by the representatives on the Whitley Council and then brought before the employees' side and subsequently sent by the secretary of the latter for inclusion in the Council's agenda ; and

Branches be asked, in the meantime, to accept the guidance of the district committee on proposed applications.

Our representatives have also considered various scales of salaries and have met deputations from the Sanitary Inspectors' Association of Scotland and the Association of Registrars of Scotland.

Cost-of-Living Increases

Dumbarton County Council decided on December 21 to approve our application for an increase in the salaries of the technical, clerical, and administrative staffs on the ground of increased cost of living. The approved scale of increases is :

Up to £150, 10 per cent ; £151 to £280, 7½ per cent ; and £281 to £364, 5 per cent.

The history of the salary question in Dumbarton county was unusual, inasmuch as there had been no merging of the Civil Service Scale of War bonus into salary. The county council had never adopted the Civil Service Scale of War bonus, and in consequence the branch felt justified in applying for a cost-of-living increase.

While we regret the delay in the adoption of a grading scheme by the **Ayrshire** County Council, it is thought that since it has given time for further consideration, it will be to the ultimate good of our members. The scale for juniors originally proposed by the sub-committee dealing with the matter was not satisfactory. The subject will come before the finance committee of the county council early this month, and we trust that the scales will be adopted by the county council towards the end of the month.

The **Clydebank** Town Council has been considering increases to the general staffs, and many have been granted. Mr. Mortimer interviewed the convener's committee of the town council on December 23.

Unusual Superannuation Proposal

Two superannuation schemes, which have hung fire for a long time, were adopted in December. The first, **Fife** County Council scheme, was approved at a meeting of the county council on December 28. An unusual motion, designed to make all officials receiving £600 or over pay both the employers' and the employees' contributions to the fund, by reducing their salaries by 5 per cent, was ruled out of order by the Earl of Elgin, chairman of the county council. Lochgelly, Cowdenbeath, Kinghorn, and other small burghs within the county are obtaining actuarial reports with a view to joining the county scheme.

The other scheme, that of **Inverness** County Council, was for whole-time officers only. Both will come into operation on May 16 next.

We understand that a conference of representatives of local authorities in the Borders was convened for January 21 to consider the advisability of adopting a combination scheme for Roxburgh, Berwick, and Selkirk. The following authorities have now obtained actuarial reports : the county councils of Bute and Caithness and the town councils of Rothesay, Wick, and Thurso.

Annual Meetings

The branch annual meetings have already the appearance of ancient history, but a word or two may still be said about a few held towards the end of December, too late for inclusion in last month's issue.

At **Perth** it was reported that the corporation had adopted a superannuation scheme and had decided to give 80ths for non-contributory service. The membership of the branch was practically stationary. The divisional secretary stated that the decision of the meeting to ask the town council to grant three, instead of two weeks' summer holiday might be a question for the Whitley Council, but that he would consult on the subject before making an application.

The divisional secretary addressed a well-attended meeting of the **Ayrshire** branch dealing chiefly with his negotiations regarding the proposed grading scheme, now before the council. The report showed a large increase in membership.

The **Aberdeen** report stated that applications had been lodged with the town council for an increase in the maximum of the third grade from £170 to £200, and in the maximum of the first class typist grade from £160 to £180, and that membership had increased considerably since last year. Mr. Mortimer addressed the annual meeting and answered a number of questions. After the meeting, supper was held in the Royal Athenæum Restaurant.

The **North of Scotland** meeting, held at Inverness, provided lively and interesting discussion. The divisional secretary addressed the meeting and answered questions, particularly on Whiteyism.

An enthusiastic meeting at **Dundee** decided to apply to the town council for an increase in the maximum of Grade C from £180 to £200, and to ask for service increments. Mr. Dingle Foot, M.P., and Mr. Mortimer addressed the meeting, and Mr. James Penny submitted an excellent report.

Obituary

We regret to record the death of Mr. David Black, J.P., of Cambuslang, for many years a member of Lanarkshire branch. For some time he was in the unusual position of being a member also of the county council. To his widow and family we offer our sincere sympathy.

Owing to a printer's error, it was stated in last month's issue that the Greenock Chamberlain's staff had been graded. The reference should have been to the Gourock Chamberlain's staff.

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Motor Trade
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Preceptors, College of
Press Tool Work
Pumps and Pumping Machinery
Radio Service Engineering
Radio Communication
Road Making and Maintenance
Salesmanship, I.S.M.A.
Sanitation
Secretarial Exams.
Sheet Metal Work
Shipbuilding
Short Story Writing
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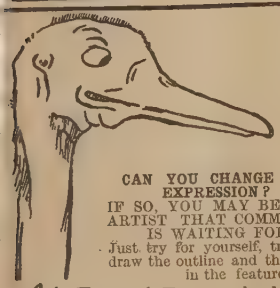

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District Committee Meetings

NORTH - EASTERN

Joint Council Established

The annual meeting of the North-Eastern district committee was held in the Town Hall, Sunderland, on December 11, 1937, when Mr. R. E. Heron presided.

The 17th annual report and statement of accounts for the year ended October 31, 1937, showed an increase of 400 in the district membership during the year under review.

A joint council has been established to cover the counties of Durham, Northumberland, and the Cleveland district of Yorkshire.

The divisional secretary, Mr. W. Cecil Wood, in reviewing service conditions in the area, mentioned that improved salaries scales had been obtained in five authorities.

The Area Education Committee reported that a "one-day school" had been held at the Benshan Grove Settlement.

The following officers were elected to serve during the ensuing year :

Chairman : Mr. R. E. Heron, Sunderland.

Vice-Chairmen : Mr. F. Bingham, Middlesbrough ; Dr. J. B. Williamson, Tynemouth.

Hon Secretary : Mr. \ Grainger Newcastle-upon-Tyne.

Hon. Treasurer : Mr. T. H. Williamson, Easington.

Revised rules, a draft of which had been circulated, were adopted.

YORKSHIRE

Presentation to Chairman

There was a record attendance of 136 at the annual meeting of the Yorkshire district committee at Leeds on January 8, 1938.

The meeting, over which Mr. W. W. Armitage presided, was preceded by a special general meeting when revised rules, prepared by a special sub-committee, were submitted and approved.

At the annual meeting, reports were submitted by the Executive, Area Education and Sports Committees and the B. & O. Fund Sub-Committee. The Area Education committee had arranged for a week-end school to be held at Bingley Training College in April next. The Sports Committee had arranged football and table tennis competitions and had received an offer from the President to present a bowls trophy. The B. & O. Fund Sub-Committee had dealt with 46 cases.

The divisional secretary, Mr. W. Cecil Wood, reported on his activities in the area, and drew attention to improvements in salaries and service conditions.

The annual report of the committee, which was unanimously approved, recorded that membership in the district at that time exceeded 11,000, and that there were 60 branches. The accounts for the year, which showed a deficit of £10, leaving a surplus in hand of £185, were presented by the honorary treasurer, Mr. Thos. Nolan. A vote of thanks was passed to the retiring officers and members.

The following officers were re-elected : Mr. W. W. Armitage as chairman ; Mr. R. Wildgoose as vice-chairman ; Mr. A. G. Bolton as honorary secretary ; Mr. Thos. Nolan as honorary treasurer, and Messrs. A. Barraclough and T. E. Coatham as honorary auditors.

Mr. R. Wildgoose, vice-chairman, was asked to accept, on behalf of the Association, a badge of office for the use of the chairman on official occasions. Mr. Donnan who made the presentation, explained that he and Mrs. Donnan wished to record in tangible form their earlier associations with the district committee. A similar token had already been presented to the North-Eastern district committee.

The election of the executive committee and representatives to the West Riding joint council followed.

SOUTHERN

Scholarships Offered

There was a record attendance at the annual meeting of the Southern district committee at 24, Abingdon Street. The Committee decided to :

Recommend the N.E.C. to grant applications from the Isle of Wight and Abingdon and District branches to retain 40 per cent of their subscriptions ;

Place a notice of motion on the Conference agenda to amend the national rules so that officers wishing to retain their membership of the Association after retirement should apply sufficiently early to make their membership continuous ;

Approve the estimated expenditure of £45 of the Reading Area Education Committee for the year ending August 31, 1938 ;

Approve, with slight alterations, the proposals of the general purposes sub-committee for bringing the district rules up to date ; and

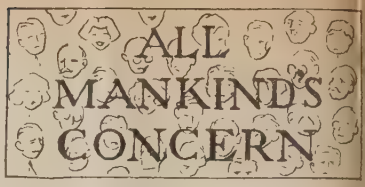
Offer two scholarships to the N.A.L.G.O. Summer School.

The annual report showed that membership of the district committee had trebled during the past ten years. Last year sports trophies were won by the following

Cricket	..	**Portsmouth.**
Football	..	**Hants County**
Tennis	..	**Southampton**
Bowls	..	**Swindon**
Golf	..	**H. W. Hillman (Berks County)**

The following officers were appointed :

Chairman	..	Mr. J. W. Moss (Bucks County)
Vice-chairman	..	Mr. E. R. Davies (Berks County)
Hon. secretary	..	Mr. C. Tracy (Southampton)
Hon. treasurer	..	Mr. A. F. Yarker (Swindon)
Hon. auditor	..	Mr. J. N. Clark
Hon. sports secretary		Mr. H. F. Noyce
Hon. B. & O. secretary	..	Mr. A. G. Smith



You Make These Letters Possible

Sometimes members get a little wearied and N.A.L.G.O. gets a little husky in proclaiming the need to raise funds for the Benevolent and Orphan Fund.

The following letters, chosen from among many, acknowledging Christmas hampers provided by the Fund, convince us that the work is worth doing, the sacrifice more than justified by the happiness and cheer it brings to those less fortunate than ourselves.

* * *

"I just can't put into words what is in my heart. N.A.L.G.O. has indeed been good to me. For if it were not for you all I should be without a home now . . ."

* * *

"I should like to take this opportunity of expressing my deep gratitude to the Benevolent and Orphan Fund for the generous allowance now being made to me. It has enabled me again to have a little house of my own . . ."

* * *

"I am extremely grateful to you and your colleagues for the seasonable gift, which will most certainly brighten my Christmas. . . ."

* * *

"I cannot express myself in words enough in thanking you for all your kindness and what you have done for me. It is a good thing there are such kind people to look after us. . . ."

* * *

"What a difference all these nice things are going to make to my Christmas. I find it hard to express the extent of the gratitude I owe to you. . . ."

FILM SHOW AT BOLTON

An exhibition of films taken by Mr. F. W. Allen, a member of the branch, was a novel feature of the annual meeting of the **Bolton** branch on December 9. One dealt with the importance of water in every-day life and another showed the joys of a holiday at the N.A.L.G.O. centre at Cayton Bay.

Miss I. Stansfield, of the National Executive Council, addressed the meeting and badges were presented to past presidents of the Branch since 1919. The recipients included Mr. J. Darricotte, Mr. W. T. Harrop, Mr. W. E. Speight, Mr. H. B. Ashford, Mr. W. J. Jefferies, Mr. E. B. Worsley, Mr. E. J. Higson, Mr. A. Baldwin, Mr. W. R. P. Burns, and Mr. J. P. Ainsworth.

An increase of 92 members was reported, bringing the total to nearly 830. Only six members had failed to pay their subscriptions. Mr. J. Mitchell was elected president for the ensuing year.

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G.P.O. Engineering (age 18-23)
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Customs (age 19-21)
Board of Trade (age 20-24)
Police College (age 20-26)
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TYPICAL TESTIMONIALS.

SANITARY INSPECTION
London, E.17 (9.8.37).
"I am pleased to tell you that in 19 months I have been able to pass the Senior Certificate of the College of Preceptors and the Sanitary Inspector's Qualifying Certificate (London, 1937). I must thank you for the help you gave me in your two courses I took with you." (Sgd.) C.S.

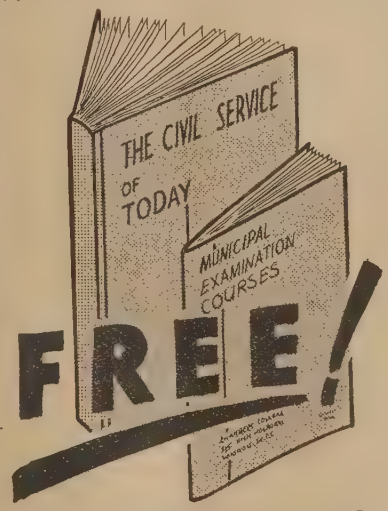
MEAT and FOOD INSPECTION
Wolverhampton (1.7.37).
"I wish to add my appreciation to your already well-known course in Meat and Food Inspection. I am very pleased to say that I was one of the sixteen successful candidates who passed last month at Birmingham, thanks to your course." (Sgd.) S. Reeves.

COLLEGE OF PRECEPTORS
Liverpool (21.7.37).
"You will be pleased to know that I passed the senior examination of the College of Preceptors with distinctions in English and Mensuration." (Sgd.) A. C.

INSTITUTE OF HYGIENE
Hendon (14.7.37).
"I have much pleasure in writing to let you know that I passed both my exams. at the Institute of Hygiene. It was no doubt due to the excellent teaching of your College." (Sgd.) J. F.

INDIAN POLICE
Maidstone (19.11.37).
"Your coaching was of great assistance to me last June when I sat for an examination at Burlington Gardens. I managed to pass this examination and was first man on the list for French." (Sgd.) J. O'B.

SUCCESSFUL AT R.O. EXAM.
Bury (6.8.37).
"I am very pleased to be able to inform you that I have been successful in obtaining the Relieving Officer's Certificate. The College course was, I am certain, responsible for my success which, to say the least, was surprising, taking into consideration the fact that I had not completed the course. (Sgd.) H. R.



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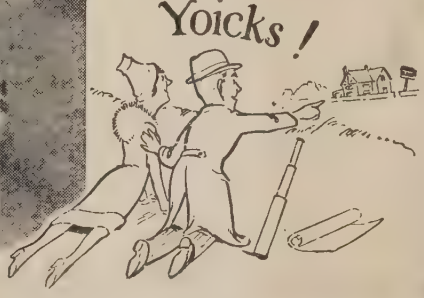

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TRIBUTE FROM PALESTINE

warm tribute to English local nment was paid in a letter to "The s" recently by Mr. Menahem n, Clerk of the Council, Natanya, stine, who visited this country last under the auspices of N.A.L.G.O., attended the Summer School at rd in July. He writes :

r a long time past Palestine municipal nrities have wanted to send their ipal officials to England to study sh methods of local government. as been my good fortune to be the to be selected, and the necessary gements were made for me by the clerk of Tel-Aviv with the National ciation of Local Government Officers, lon.

spent six months in England, and on return to Palestine I write to thank, ugh the courtesy of your columns, the ernment of Palestine for their great in facilitating my tour, the N.A.L.G.O., r whose auspices my visit had been nged, the Colonial Office and Ministry Health, who have given me every tance and guidance, the Institute of lic Administration, whose advice and tesy I enjoyed, as well as the town s and officials of the Corporation of lasey, Brighton, Worthing, Bourne- th, Margate, and Blackpool, who e kindly given me their valuable to explain the ways and workings heir departments . . .

have brought back with me to stine experience and knowledge of efficient English methods and systems municipal work, and I shall make it duty to spread this knowledge in stine and try to persuade other local norities to send their officials to land for a similar course of study with view to the municipal institutions in stine becoming ultimately modelled British lines . . .

SUMMER SCHOOLS FOR 1938

St. Andrew's, Bangor, and Berlin

The Summer School movement has achieved such popularity that it needs no formal introduction to members of N.A.L.G.O. The Association is arranging for three Summer Schools in 1938 :

Scotland—At St. Andrew's University late in June or early in July.

England & Wales—At the University College of North Wales, Bangor, from July 16 to 23. The lectures will deal with : The history of local government, giving the background of modern administration and tracing its development ; the Central Authority, Local Authority, and the community, dealing with the initiation of social legislation; the needs of the community; and public relations, including relationship between the ratepayer and the local government officer.

Berlin—At the Kommunalwissenschaftliches Institut at Berlin University, probably from June 25, to July 2. The lectures will deal with the development of public administration in Germany and the changes since 1933. Visits to local government institutions will be arranged.

PARIS LECTURE NOTES

Notes on the lectures delivered at the Paris Summer School, 1937, and on the visits to local government establishments, have now been printed and are on sale price 1s. per copy.

A few copies of the notes on the lectures at the Oxford Summer School, 1937, are also available at the same price.

PUBLIC RELATIONS POLICY

Example of Croydon Branch

Branches are already showing evidence of their realisation of the importance of the Association's public relations policy. Well to the fore is Croydon, which, incidentally, provided the winner of the Coronation Essay Competition on the subject.

Croydon branch has recently appointed an Education and Public Relations Committee, assisted by the Education Correspondent and the Editor of the branch journal, Mr. Norman H. Rogers, who is also the Public Relations Correspondent. The object of the committee is twofold. On the one hand it seeks to give effect to N.A.L.G.O.'s education activities —summer schools, loans to students, and so on—and to assist in the area education scheme of the Metropolitan District Committee. On the other hand, it will be responsible for promoting a programme of local public relations along the lines suggested in the Coronation Essay and in any other way suggested from headquarters. The committee also controls the issue, quarterly, of the staff magazine and establishes the necessary contact with the Association's Public Relations Officer.

In co-operation with the chief librarian and library committee, the committee is drafting a scheme of lectures to be given at the local library early next winter. It is intended to supplement the talks with films, provided by N.A.L.G.O. in conjunction with Film Centre, Ltd.

Eastern District Week-end School

Arrangements have been made to hold a week-end school for a maximum number of thirty in Magdalene College, Cambridge on March 19 and 20.

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IN AID OF THE BENEVOLENT AND ORPHAN FUND

DIVISIONAL STAFFS INCREASE

Three Assistants Appointed

The growing volume of the work of divisional secretaries caused the National Executive Council, at its meeting in December, to appoint assistants to those who look after the affairs of the North-Eastern and Yorkshire, North-Western and North Wales, and East and West Midland and South Wales districts.

The new assistant divisional secretaries, to whom we extend a cordial welcome, are :

Mr. ALBERT H. GEARY,

appointed assistant to Mr. J. E. N. Davis, divisional secretary for the East and West Midland and South Wales districts. Mr. Geary, who is 32, was educated at the County High School, Ilford, Essex, and joined the headquarters staff of N.A.L.G.O. in 1922. After a period on the general work of the Association, he was engaged for nearly ten years in the insurance department, from which he was transferred in February, 1934, as assistant to Mr. T. M. Kershaw, the divisional secretary for the Metropolitan and Eastern districts. His duties in this post brought him into contact with the organisation problems of the London County Council branch.

Owing to the pressure of work in the Midlands and South Wales districts he was, in April, 1937, seconded for duty in the Birmingham divisional office as assistant to Mr. Davis, to which post he is now permanently appointed.

Mr. Geary gained much experience during the rapid growth of N.A.L.G.O. from 1922 to 1934. He is an Associate of the Chartered Insurance Institute.

Mr. FREDERICK SIGNEY,

appointed assistant to Mr. Haden Corser, divisional secretary for the North-Western and North Wales districts. Mr. Signey, who is 25, has been employed since 1928 in the Education Office at Newcastle-upon-Tyne. He was educated at Rutherford College, the Municipal College of Commerce and Rutherford Technical College, and has since obtained the B.Sc. Special degree of London University in Geography and Mathematics whilst in the full time employment of the local authority. During the last four years he has lectured in mathematics at two local centres.

He joined the Association in 1928 and four years later became education correspondent for his branch, which he represented on the North-Eastern Area Education Committee and the local committee of the W.E.A.

He played a big part in the formation of an Education Sub-Committee to direct the branch's educational policy, and of a

Mr. F. Signey

Mr. N. M. Woodcock

panel of qualified advisers to assist students on questions of training and qualifications. Recently he contributed three articles on aspects of N.A.L.G.O.'s educational activities to LOCAL GOVERNMENT SERVICE.

Mr. NORMAN M. WOODCOCK,

appointed assistant to Mr. W. Cecil Wood, Divisional Secretary for the North-Eastern and Yorkshire districts. Mr. Woodcock, who is 40, entered the Registry of Deeds Department of the West Riding County Council in 1919, after having served with the Royal Engineers throughout the War.

Shortly after his appointment he became interested in N.A.L.G.O., and was elected to the Executive Committee of the West Riding County Council branch—the biggest county branch in the country. He later became honorary secretary, and during his period of office membership of the branch rose by 400. Mr. Woodcock has had much experience as a public speaker, particularly on N.A.L.G.O. organisation, obtained in the course of frequent visits to the many sub-branches in his area. He is also a member of the Yorkshire District Committee and the West Riding Provincial Joint Council and holds the Diploma in Public Administration of Leeds University.

National Health Insurance

A doubt has been raised in the minds of many local government officers regarding the eligibility of those entering excepted employment to become voluntary contributors.

The qualification for voluntary membership on the grounds of applying for such membership within twelve months of entering excepted employment has been rescinded by the Pensions Act, 1937. But any person who has been compulsorily insured for at least 104 weeks, and enters excepted employment whilst that compulsory insurance is still effective (approximately twenty-one months from the date of the last contribution paid) will be eligible to continue that insurance for both National Health and all pensions purposes providing application is made within that " free period of insurance."

A SUPERANNUATION PROBLEM

Reckoning Service of Employees over 65

In the last issue of LOCAL GOVERNMENT SERVICE an article appeared under this heading dealing with the position of officers who, at the time of the designation of their posts under the Local Government and other Officers' Superannuation Act, 1922, were over the age of 65.

It is thought advisable to point out that the views expressed in that article should not be followed blindly in every case, because, as will appear from the example given below, there may be circumstances in which it will be to the benefit of the officer that he should remain in office until April 1st, 1939.

It may happen, for instance, that an officer aged 66 at the time when his post is designated under the Act of 1922 has to his credit 46 years' service. It is a disputed point whether, under the Act of 1922, that officer could, on retirement, have the full period of 46 years taken into account for superannuation purposes, or whether only 40 years of that service can be reckoned. The view of the Ministry of Health is that only 40 years' service can be reckoned. Leading Counsel have advised, however, that more than 40 years' service can be reckoned provided the maximum superannuation allowance of 40/60ths is not exceeded.

Effect of the 1937 Act

This point is cleared up by the 1937 Act under which any number of years of service may be reckoned provided the maximum allowance of 40/60ths is not exceeded. If it is assumed that the Ministry's view of the position under the Act of 1922 is correct, then, in the example given above, it will be to the benefit of the officer to remain in office until April 1, 1939, if his Council is willing to extend his service to that date. By becoming a contributory employee under the 1937 Act he will be able to count his service up to the age of 65 (as explained in the previous Article) but the effect will be that he will be able to count 45 years' service as against 40 years, provided that the maximum allowance is not exceeded.

There may also be cases in which it will make no difference to the superannuation allowance of the officer whether he retires prior to April 1, 1939, or not. In such a case he might wish to remain in office until that date so that he could (for instance) take advantage of the provisions relating to annuities for widows. Each case must be determined according to its particular circumstances.

It should also be remembered that this and the previous Article refer only to officers who are over the age of 65 when their posts are designated. They do not refer to cases where the officer, prior to attaining the age of 65, transfers to a post which was designated prior to the date when he was appointed.

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Executive Class—Spring, 1938, and Spring, 1939. Salary scale rising to £525 with promotion prospects. Age limits, 18 and under 19 on March 1st in the year of the examination. Both sexes eligible.

Officer of Customs and Excise—Early 1939. Salary scale rising to £570 with promotion prospects. Age limits 19 and under 21 on March 1st in the year of the examination. Men only.

Tax Inspectorate—Summer, 1938, and Summer, 1939. Salary scale of basic grade rising to £625 with promotion prospects. Age limits 21 and under 24 on September 1st in the year of the examination. Both sexes eligible.

Typist and Clerk-Typist Age limits, 16½ to 21.

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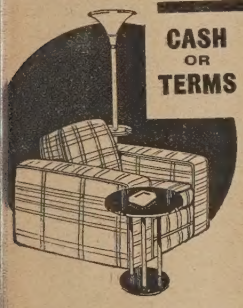

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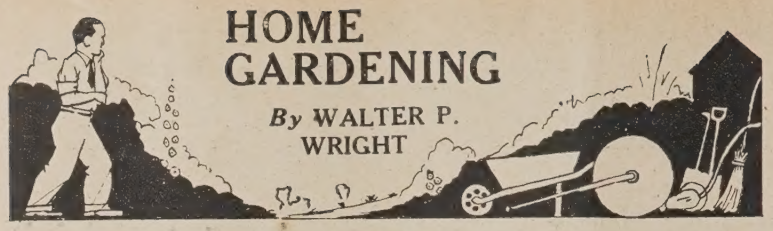

HOME GARDENING

By WALTER P. WRIGHT

MY remarks in the January issue on certain popular and important plants which might be sown in heat in January, either in a heated greenhouse or in a frame on a hotbed of manure, were not made without realising that very early sowings in heat are inconvenient to many amateurs. However, I pointed out that in many cases sowings in February or even March, would meet requirements.

I may now follow up those comments by drawing attention to several very useful plants not dealt with last month, which are well worthy of being given gentle heat under glass, yet which may be sown outdoors when weather and soil conditions are favourable. Several kinds are happy in the rock garden, and others are best suited to beds or borders.

A selection under glass

The first to be named shall be a form of the well-known Anchusa (Alkanet). The perennial species of this plant, A. Italica, is a tall one and only suited to a large border, but capensis Blue Bird, variously described as an annual and a biennial, but certainly calculated to bloom the same year as sown if an early start is made in moderate heat, grows only about 18 inches high, and is, moreover, of compact habit. It is valuable because of its abundant production of rich indigo flowers—a shade somewhat rare in the garden.

The second selection shall be the dwarf hybrid Snapdragons somewhat grandiloquently named Antirrhinum glutinosum Rock Hybrids. Growing less than a foot high, and possessing a useful variety of colours, they originated from the little-known yellow and white species glutinosum. They are equally suitable for the rockery with the species Asarina, a creamy or pale yellow trailer which is a full perennial.

An outstanding Calendula

The third choice, Calendula chrysantha, has sprung swiftly into the position of leader in its genus, and I feel confident that whoever grows it for the first time will agree that it is a great acquisition. Like the other Calendulas, it has yellow flowers, but the form is superior to any, and the habit is perfect. I consider this variety to be superior to any other among those close relatives of the Marigolds—the Calendulas. Its height is about 2½ feet.

The graceful little Gilias may be represented by the two varieties of the old species liniflora known respectively as Bunch of Lilac and White Swan, both growing about a foot high. The species dianthoides, also with lilac flowers, 9 inches to 1 foot high, is good too. These Gilias are hardy and can be sown outdoors if it is more convenient than sowing under glass. To this treatment they are quite amenable and thus started are in suitable condition for planting separately.

I have not seen the little Limnanthes Douglasi grown on the rockery, but a venerable amateur of 80 years of my acquaintance likes it so much that he devotes the whole of a small bed to it on his pocket-handkerchief lawn. The colours are yellow and white. It is generally sown outdoors.

Leptosiphons of the French Hybrids group, 6 to 9 inches high, colours varied, are exquisite little plants and may be treated in the same way as the Gilias, to which they are closely related.

Linarias (Toadflax) have made great strides in popularity during recent years. Many of the species are perennials, but maroccana (meaning " of Morocco ") and its varieties are annuals, and being of slender habit, and growing about a foot high, are admirable for planting in rockwork. The seedsman's selection of the species which bears the enticing name of Fairy Bouquet is exquisite for many weeks in the summer. The flowers are larger than those of the parent species, and the colours are varied. The Linarias may be sown out of doors if desired and treated as hardy annuals. On the other hand they can be raised under glass when supplies are wanted for several different sites, because in such cases it is convenient to be able to transplant small batches from boxes and set the plants about 9 inches apart.

Brilliant dwarf annuals

Such dwarf annual Phloxes as Meteor, salmon-pink, and Fireball, scarlet, nominal height 6 to 9 inches, but liable to grow taller during wet weather late in summer, are useful because of their remarkable brilliance of colour and continuity of flowering, for sometimes, if the weather is favourable, the season may extend to the end of November. They are best raised under glass if transplantation is desired.

Sanvitali procumbens, met with less frequently in these days than of old, is a distinct and pretty annual, and hardy, but may be raised under glass if it is to be planted on the rockery. It grows about 6 inches high, and has yellow and brown flowers.

The above selection provides us with a series of really pretty and useful plants, suitable for treatment either as hardy or half-hardy annuals, seed of which can be obtained at a few pence a packet. With their aid a considerable part or even the whole of a rockery can be furnished at very small cost. Moreover, successions of bloom can be provided by transplanting some kinds at different periods. Further, all can be sown outdoors in April and treated as hardy annuals at will.

by Neville Hobson

BIDDING

THE first two questions in the December Competition related to the bidding of hands. These are set out again, with the answers.

1. What should South bid as Dealer, at Love all (first game), holding :

S. x. *D.* K, x.
H. K, Q, J, 10, 9, 3. *C.* A, x, x, x.
Answer : 3 Hearts.

2. What should South, with a Love score, bid as Dealer (with himself and partner a game down), when holding :

S. Q, x. *D.* x, x.
H. A, x, x, x. *C.* A, K, Q, J, x.
Answer : 1 Club.

Most of the competitors gave 3 Hearts as the correct bid on hand No. 1. This is, indeed, a fairly straightforward instance of pre-emptive bidding, and the weakness in Spades left little doubt as to the proper declaration. This is the bid which should be made at either Contract or Auction, assuming the declarations for the former are based on, what is known as, " natural bidding." Certain artificial conventions would result in other bids being made, but a declaration of 3 Hearts would only require North to hold the equivalent of about one honour trick to make a game probable. Two Hearts might be a legitimate semi-forcing bid if not playing Culbertson's " Forcing Two " system, though a natural bid of 2 should normally indicate 3½ honour tricks.

When I first drafted the answers, I was inclined to suggest 3 Clubs as a legitimate bid on hand No. 2, but—realising the arguments in favour of One Club only—I put the point to two sound players with considerable experience of competitive play, and they both favoured One Club rather than 3 Clubs. Personally, however, I am inclined to favour the opinion of one of the best known experts in London, who recommends a bid of 3 in either Clubs or Diamonds if the minor suit is solid and there is an outside card of re-entry—the idea being to make it as difficult as possible for the opposition to bid and exchange information, but to tell your partner that he or she can expect 6 or 7 certain tricks from your own hand if in a position to bid 3 No Trumps (a game bid). I still feel that as the question emphasised that the Dealer was a game down, assuming the partner understands the principle underlying it, 3 Clubs was, at least, as good as One Club, but I bowed to the opinion of my Bridge friends, and the official answer was the one which coincided with the views of the majority of the competitors.

COMPETITION

I have received several appreciative letters about the Competition, and will endeavour to arrange with the Editor for another to be held in a few months' time. I have written direct to the winners, and also to three correspondents on other points.